1981 Bank Officer Cash Compensation Survey

Volume 2

REGIONS IV, V, VI

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BANK ADMINISTRATION INSTITUTE

1981 Bank Officer Cash Compensation Survey

Volume 2

A report prepared for
Bank Administration Institute's
Human Resources Commission

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Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

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Introductory Note

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Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
  Eighteen positions were surveyed for banks under $50 million in assets.
  Thirty-five positions were surveyed for banks $50 million and over in assets.

- The compilation of the survey results by:
  25th quartile—the point on a scale below which 25 percent of the cases fall.
  Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
  Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
  75th quartile—the point on a scale below which 75 percent of the cases fall.

- Data on the following pay-related information:
  Age
  Years with present bank
  Years in position
  Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
125	1,515	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York	Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,421	33,963			

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

		Geographic Region								
Total Assets	**Total**	**I**	**II**	**III**	**IV**	**V**	**VI**	**VII**	**VIII**	**IX**
1. Less than $10 million	266	2	2	26	47	10	86	35	33	25
2. $10 to $19 million	592	15	8	59	143	43	159	77	57	31
3. $20 to $29 million	477	17	18	53	130	46	95	66	35	17
4. $30 to $39 million	385	14	16	59	99	28	70	67	26	6
5. $40 to $49 million	386	14	22	60	93	20	63	68	25	21
6. $50 to $99 million	540	22	42	73	157	33	82	76	35	20
7. $100 to $249 million	483	23	50	75	129	29	50	76	25	26
8. $250 to $499 million	145	11	27	15	38	5	11	21	6	11
9. $500 to $999 million	71	2	16	13	11	5	5	10	3	6
10. $1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 35 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
*Agricultural Loan Officer
*Branch Manager
Business Development Officer
Commercial Loan Officer—Sr.
Commercial Loan Officer—Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer—Sr.
Instalment Loan Officer—Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer—Sr.
*Operations Officer—Jr.
Personnel Officer

Banks $50 Million and Over in Asset Size

Chief Executive Officer
Advertising Officer
Bank Investment Officer—Sr.
Branch Administration Officer—Sr.
Branch Manager—Large (31+)
Branch Manager—Medium (10-30)
Branch Manager—Small (-10)
Business Development Officer—Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Instalment Loan Department Manager
Instalment Loan Officer
Internal Auditing Officer—Sr.
International Banking Officer—Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer—Jr.
New Accounts Officer
Officer Trainee—Master's Degree
Officer Trainee—Bachelor's Degree

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*New position.

BANK OFFICER CASH COMPENSATION

- Commercial Loan Officer
- Commercial Loan Officer—Jr.
- Correspondent Bank Officer—Sr.
- EDP Officer—Sr.
- Financial Officer—Sr.
- Instalment Loan Collection Manager
- Operations Officer—Sr.
- Personnel Officer—Sr.
- Security Officer—Sr.
- Training Director
- Trust Department Officer—Sr.
- Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th quartile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised.* At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions).* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of $24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th quartile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of $13;990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

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National Base Salary Medians
Less Than $10 Million

	1979	1981	Percent
1. Chief Executive Officer	$25,000	$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
$10 to $19 Million

	1979	1981	Percent
1. Chief Executive Officer	$30,000	$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

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*New position in 1981.
†Less than five banks submitted data for this position.

National Base Salary Medians
$20 to $29 Million

	1979	1981	Percent
1. Chief Executive Officer	$35,000	$40,000	+14.3
2. Second Ranking Officer	25,000	27,600	+10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+42.0
8. Controller	15,000	19,800	+32.0
9. General Loan Officer	18,000	19,300	+ 7.2
10. Instalment Loan Collector	11,075	12,300	+11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+22.4
13. Internal Auditing Officer	12,550	13,999	+11.5
14. Mortgage Loan Officer	18,000	17,850	− 0.8
15. Officer Trainee	10,350	12,000	+15.9
16. Operations Officer—Sr.	18,000	19,412	+ 7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+ 9.4

National Base Salary Medians
$30 to $39 Million

	1979	1981	Percent
1. Chief Executive Officer	$38,000	$43,680	+14.9
2. Second Ranking Officer	27,500	30,600	+11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+28.1
8. Controller	16,000	21,400	+33.8
9. General Loan Officer	19,200	20,338	+ 5.9
10. Instalment Loan Collector	11,340	13,350	+17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+19.0
13. Internal Auditing Officer	14,000	15,200	+ 8.6
14. Mortgage Loan Officer	17,160	19,100	+11.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	20,100	21,550	+ 7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+ 9.6

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*New position in 1981.

National Base Salary Medians
$40 to $49 Million

	1979	1981	Percent
1. Chief Executive Officer	$42,600	$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+ 8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
$50 to $99 Million

	1979	1981	Percent
1. Chief Executive Officer	$49,000	$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+ 6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

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*New position in 1981

†Less than five banks submitted data for this position.

$50 to $99 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$16,100	$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

National Base Salary Medians
$100 to $249 Million

	1979	1981	Percent
1. Chief Executive Officer	$62,750	$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	29,000	+20.8
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16.728	18,360	+ 9.8

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†Less than five banks submitted data for this position.

$100 to $249 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$19,010	$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

National Base Salary Medians
$250 to $499 Million

	1979	1981	Percent
1. Chief Executive Officer	$80,000	$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	− 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

$250 to $499 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$24,000	$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

National Base Salary Medians
$500 to $999 Million

	1979	1981	Percent
1. Chief Executive Officer	$99,250	$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	− 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

$500 to $999 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$27,500	$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

National Base Salary Medians
$1 Billion and Over

	1979	1981	Percent
1. Chief Executive Officer	$130,000	$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	− 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	− 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	− 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

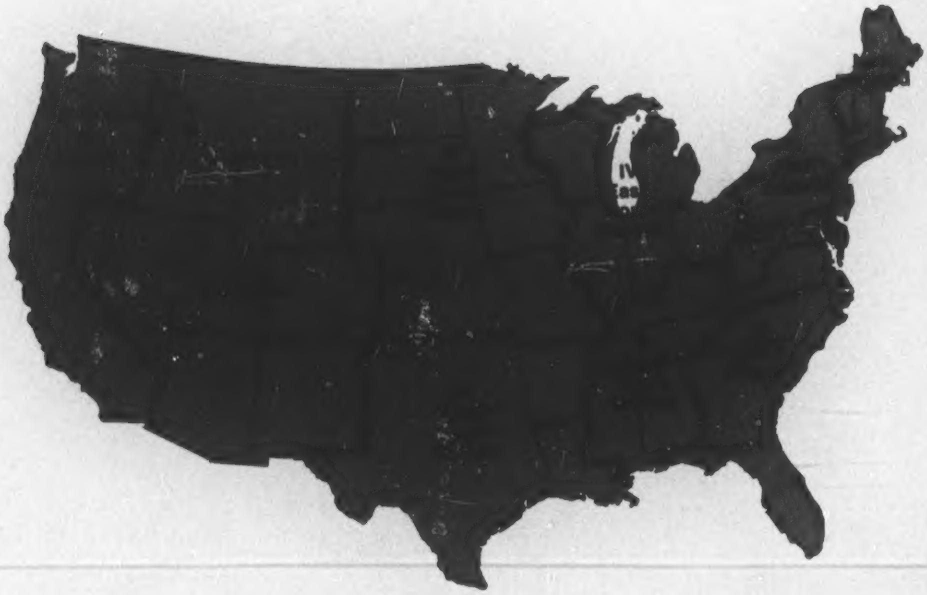
$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$35,220	$40,000	+13.6
21. International Banking Officer—Sr.	43,000	49,000	+14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+23.1
24. Mortgage Loan Department Manager	38,186	46,700	+22.3
25. Mortgage Loan Officer	23,900	28,350	+18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+21.9
27. New Accounts Officer	14,250	16,000	+12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+16.7
30. Operations Officer—Sr.	48,400	48,000	− 0.8
31. Personnel Officer—Sr.	39,000	45,963	+17.9
32. Security Officer—Sr.	24,500	29,125	+18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+19.3
35. Trust Operations Manager	31,750	35,000	+10.2

Cash Compensation Data

Region IV: East-North Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size



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GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 856 banks submitting data for the East-North Central region, 47 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	44	$24,000	$29,940	$27,800	$32,000
Bonus	23	1,400	4,224	3,000	4,263
Total Compensation	44	26,000	32,148	31,100	35,000
Age	44	39	45	43	48
Years with Present Bank	44	2	10	6	15
Years in Position	44	2	8	4	8
No. of Employees Supervised	44	5	8	7	10
Asset Size (Millions)	44	$6.0	$7.0	$7.0	$9.0
SECOND RANKING OFFICER					
Base Salary	36	$14,360	$19,725	$19,350	$22,000
Bonus	20	1,000	2,720	1,750	3,440
Total Compensation	36	15,700	21,237	20,635	25,000
Age	35	31	43	39	55
Years with Present Bank	36	2	10	4	14
Years in Position	36	1	9	3	10
No. of Employees Supervised	36	3	6	5	7
Asset Size (Millions)	36	$6.0	$6.8	$7.0	$8.0
GENERAL LOAN OFFICER					
Base Salary	7	$12,608	$16,302	$16,500	$17,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,683	16,609	16,500	17,350
Age	7	27	33	32	34
Years with Present Bank	7	3	5	4	8
Years in Position	7	1	3	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	7	$4.5	$7.4	$8.0	$9.0
OPERATIONS OFFICER-SR.					
Base Salary	15	$11,748	$16,681	$14,000	$16,750
Bonus	8	400	918	1,050	1,300
Total Compensation	15	11,903	17,170	15,200	16,833
Age	15	42	46	47	51
Years with Present Bank	15	3	13	11	17
Years in Position	15	2	6	3	5
No. of Employees Supervised	14	3	6	4	6
Asset Size (Millions)	15	$5.5	$7.4	$8.0	$9.0

GEOGRAPHIC REGION: 4
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	13	$10,000	$12,988	$13,000	$14,500
Bonus	9	525	990	900	1,000
Total Compensation	13	11,092	13,673	13,000	14,640
Age	13	26	37	40	43
Years with Present Bank	13	5	9	7	13
Years in Position	13	1	3	1	3
No. of Employees Supervised	11	1	5	4	8
Asset Size (Millions)	13	$6.5	$7.6	$9.0	$9.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 856 banks submitting data for the East-North Central region, 143 banks were in the $10 to $19 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	140	$29,900	$35,439	$35,000	$39,600
Bonus	87	1,659	4,689	3,600	6,700
Total Compensation	140	32,000	38,353	36,950	42,500
Age	139	39	46	46	52
Years with Present Bank	140	3	11	7	17
Years in Position	140	2	7	5	10
No. of Employees Supervised	137	9	15	15	19
Asset Size (Millions)	140	$12.0	$14.5	$15.0	$17.0
SECOND RANKING OFFICER					
Base Salary	119	$20,750	$24,765	$24,000	$28,000
Bonus	76	875	3,150	2,033	4,000
Total Compensation	119	21,675	26,777	25,557	30,000
Age	119	35	42	40	50
Years with Present Bank	119	3	10	8	14
Years in Position	119	2	5	3	6
No. of Employees Supervised	111	5	11	10	15
Asset Size (Millions)	119	$12.0	$14.7	$15.0	$17.0
AGRICULTURAL LOAN OFFICER					
Base Salary	11	$19,120	$23,812	$24,000	$27,200
Bonus	9	725	5,572	3,288	4,130
Total Compensation	11	20,294	28,371	24,000	33,700
Age	11	33	40	37	48
Years with Present Bank	11	5	11	10	15
Years in Position	11	3	8	8	12
No. of Employees Supervised	11	0	3	3	5
Asset Size (Millions)	11	$13.0	$15.5	$16.0	$17.0
BRANCH MANAGER					
Base Salary	23	$11,350	$15,776	$15,600	$18,600
Bonus	15	575	1,310	1,000	1,460
Total Compensation	23	11,650	16,630	16,600	20,466
Age	22	36	45	45	50
Years with Present Bank	23	5	10	8	12
Years in Position	23	2	4	3	5
No. of Employees Supervised	23	2	3	3	4
Asset Size (Millions)	23	$12.0	$15.4	$16.0	$17.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $10 TO $19 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$10,800	$19,129	$17,000	$25,075
Bonus	5	587	1,742	1,100	1,550
Total Compensation	7	11,033	20,373	17,000	27,843
Age	7	41	49	51	53
Years with Present Bank	7	3	8	7	11
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	$12.0	$14.6	$14.0	$16.5

COMMERCIAL LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$21,000	$23,364	$23,750	$25,000
Bonus	11	1,050	2,089	1,925	2,511
Total Compensation	16	21,000	24,800	25,013	26,500
Age	16	36	47	45	53
Years with Present Bank	16	2	11	8	14
Years in Position	16	2	6	4	8
No. of Employees Supervised	16	1	2	2	3
Asset Size (Millions)	16	$13.0	$15.4	$15.5	$17.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$12,700	$17,058	$18,300	$19,150
Bonus	6	215	1,155	1,200	1,800
Total Compensation	10	12,790	17,751	19,000	20,350
Age	10	27	35	32	42
Years with Present Bank	10	3	8	6	12
Years in Position	10	1	3	2	5
No. of Employees Supervised	9	1	1	1	2
Asset Size (Millions)	10	$15.0	$16.3	$16.5	$18.0

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$15,000	$17,609	$18,200	$19,463
Bonus	10	525	1,960	1,175	2,875
Total Compensation	17	15,000	18,761	18,600	21,150
Age	16	30	44	44	55
Years with Present Bank	17	4	19	18	29
Years in Position	16	2	6	4	6
No. of Employees Supervised	17	1	5	4	9
Asset Size (Millions)	17	$13.0	$15.2	$16.0	$17.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	40	$16,800	$18,647	$18,000	$21,100
Bonus	26	500	1,400	930	1,621
Total Compensation	40	17,500	19,557	18,703	21,500
Age	39	31	37	35	42
Years with Present Bank	39	2	7	5	9
Years in Position	37	1	4	3	4
No. of Employees Supervised	37	0	2	2	2
Asset Size (Millions)	40	$12.0	$14.7	$15.0	$17.0
INSTALMENT LOAN COLLECTOR					
Base Salary	10	$11,800	$13,444	$12,690	$13,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,950	13,666	12,690	13,350
Age	10	25	29	27	32
Years with Present Bank	10	2	3	3	3
Years in Position	10	1	3	3	3
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	10	$14.0	$15.6	$15.5	$17.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	17	$15,750	$17,944	$18,000	$19,500
Bonus	10	700	1,717	1,000	2,150
Total Compensation	17	16,233	18,954	18,750	20,500
Age	17	32	37	34	35
Years with Present Bank	17	4	7	5	7
Years in Position	17	2	5	4	5
No. of Employees Supervised	15	0	1	2	2
Asset Size (Millions)	17	$12.0	$14.8	$14.0	$17.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	17	$12,280	$13,858	$13,650	$15,500
Bonus	9	288	877	500	925
Total Compensation	17	12,355	14,322	14,000	16,000
Age	16	26	33	29	34
Years with Present Bank	17	4	8	7	8
Years in Position	16	1	2	2	3
No. of Employees Supervised	17	0	2	0	2
Asset Size (Millions)	17	$14.0	$15.5	$16.0	$17.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	14	$11,000	$12,786	$12,140	$14,290
Bonus	7	150	1,040	679	900
Total Compensation	14	11,563	13,306	12,430	14,630
Age	13	32	38	38	43
Years with Present Bank	14	2	7	6	9
Years in Position	13	1	3	1	4
No. of Employees Supervised	14	0	1	1	1
Asset Size (Millions)	14	$14.5	$16.2	$17.0	$18.0
MORTGAGE LOAN OFFICER					
Base Salary	5	$12,760	$16,428	$14,400	$14,610
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,020	17,212	14,820	15,160
Age	5	34	42	40	43
Years with Present Bank	5	6	12	13	15
Years in Position	5	3	4	3	4
No. of Employees Supervised	5	0	3	2	3
Asset Size (Millions)	5	$12.5	$15.2	$15.0	$16.5
OFFICER TRAINEE					
Base Salary	10	$9,900	$11,394	$11,550	$12,220
Bonus	6	225	600	375	650
Total Compensation	10	10,850	11,754	11,925	12,450
Age	10	22	28	26	30
Years with Present Bank	10	0	4	2	4
Years in Position	9	0	2	1	2
No. of Employees Supervised	9	0	3	1	3
Asset Size (Millions)	10	$11.5	$14.7	$14.5	$17.5
OPERATIONS OFFICER-SR.					
Base Salary	72	$14,500	$17,487	$16,800	$19,500
Bonus	42	500	1,663	1,153	2,000
Total Compensation	72	14,784	18,457	17,920	20,800
Age	71	33	41	41	47
Years with Present Bank	72	4	12	10	18
Years in Position	71	1	5	3	7
No. of Employees Supervised	69	5	9	10	13
Asset Size (Millions)	72	$12.0	$14.8	$15.0	$17.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $10 TO $19 MILLION

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	54	$11,100	$13,361	$13,200	$15,000
Bonus	29	450	880	625	1,100
Total Compensation	54	12,050	13,833	13,720	15,000
Age	52	33	41	42	47
Years with Present Bank	54	5	11	10	14
Years in Position	53	1	4	3	5
No. of Employees Supervised	50	3	7	6	9
Asset Size (Millions)	54	$13.0	$14.7	$15.0	$16.0

PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$12,000	$12,540	$12,310	$12,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,310	13,107	13,000	13,700
Age	6	42	51	52	55
Years with Present Bank	6	9	16	16	20
Years in Position	6	1	4	2	4
No. of Employees Supervised	6	1	6	5	9
Asset Size (Millions)	6	$14.0	$16.8	$18.0	$18.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 856 banks submitting data for the East-North Central region, 130 banks were in the $20 to $29 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: $20 TO $29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	130	$34,160	$38,898	$38,500	$43,025
Bonus	81	2,000	5,235	4,000	7,310
Total Compensation	130	35,408	42,160	40,638	48,352
Age	130	43	50	50	56
Years with Present Bank	130	6	15	13	22
Years in Position	129	3	8	7	11
No. of Employees Supervised	124	16	22	21	25
Asset Size (Millions)	130	$21.5	$24.2	$24.0	$27.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	112	$23,750	$27,667	$27,500	$31,200
Bonus	72	1,250	3,281	2,471	4,000
Total Compensation	112	25,450	29,776	28,530	33,333
Age	110	36	42	40	47
Years with Present Bank	112	4	12	11	16
Years in Position	111	2	6	4	8
No. of Employees Supervised	95	9	16	17	23
Asset Size (Millions)	112	$21.0	$24.2	$24.0	$27.0

AGRICULTURAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$18,500	$22,241	$21,500	$24,496
Bonus	12	555	2,397	1,510	3,500
Total Compensation	22	19,033	23,548	23,350	26,875
Age	22	32	42	42	46
Years with Present Bank	22	3	9	6	9
Years in Position	22	2	6	3	7
No. of Employees Supervised	16	0	3	2	3
Asset Size (Millions)	22	$21.0	$23.9	$23.5	$26.0

BRANCH MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	39	$14,060	$16,928	$17,000	$19,100
Bonus	22	475	1,364	1,010	1,963
Total Compensation	39	14,660	17,698	17,535	20,017
Age	38	34	44	45	51
Years with Present Bank	38	5	11	9	14
Years in Position	38	1	4	3	6
No. of Employees Supervised	36	2	4	4	5
Asset Size (Millions)	39	$23.0	$25.1	$25.0	$27.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	$13,750	$16,861	$15,000	$19,500
Bonus	5	130	270	200	244
Total Compensation	13	13,750	16,964	15,288	19,500
Age	13	31	37	33	42
Years with Present Bank	13	2	6	3	8
Years in Position	13	1	2	2	3
No. of Employees Supervised	13	0	3	0	2
Asset Size (Millions)	13	$20.5	$23.3	$24.0	$24.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	22	$19,500	$24,477	$24,000	$26,850
Bonus	18	569	1,869	1,875	2,134
Total Compensation	22	21,175	26,006	26,150	28,900
Age	22	36	42	42	48
Years with Present Bank	22	5	8	9	11
Years in Position	22	2	4	3	7
No. of Employees Supervised	21	2	6	4	6
Asset Size (Millions)	22	$21.0	$24.9	$25.0	$28.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	$15,050	$18,887	$19,000	$21,750
Bonus	5	1,038	2,115	1,350	2,275
Total Compensation	15	15,650	19,592	19,000	23,675
Age	15	31	38	35	45
Years with Present Bank	15	3	10	7	14
Years in Position	15	1	3	2	4
No. of Employees Supervised	14	0	1	0	2
Asset Size (Millions)	15	$22.5	$24.3	$24.0	$26.0
CONTROLLER					
Base Salary	23	$16,000	$20,204	$20,000	$22,750
Bonus	12	500	1,259	1,000	1,500
Total Compensation	23	16,125	20,861	21,600	22,750
Age	22	32	42	43	51
Years with Present Bank	23	3	15	13	25
Years in Position	23	1	4	4	7
No. of Employees Supervised	22	2	9	7	14
Asset Size (Millions)	23	$22.5	$25.3	$26.0	$28.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	39	$14,988	$19,413	$19,680	$21,650
Bonus	18	589	2,163	1,548	3,401
Total Compensation	39	15,636	20,411	20,000	23,232
Age	39	30	39	33	48
Years with Present Bank	38	3	9	6	11
Years in Position	38	1	4	3	5
No. of Employees Supervised	36	0	4	2	4
Asset Size (Millions)	39	$21.0	$24.2	$24.0	$27.0
INSTALMENT LOAN COLLECTOR					
Base Salary	10	$10,700	$13,208	$11,932	$14,656
Bonus		INSUFFICIENT DATA			
Total Compensation	10	10,700	13,378	12,032	14,656
Age	10	25	35	33	39
Years with Present Bank	10	2	4	4	5
Years in Position	10	2	3	3	4
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	$23.0	$24.4	$24.0	$25.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	41	$16,750	$19,318	$19,000	$21,000
Bonus	29	760	1,553	1,200	1,936
Total Compensation	41	17,500	20,417	20,350	22,350
Age	41	30	37	36	41
Years with Present Bank	41	3	8	5	10
Years in Position	40	2	4	3	5
No. of Employees Supervised	36	1	3	2	4
Asset Size (Millions)	41	$22.0	$24.6	$25.0	$27.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	38	$12,350	$14,897	$15,073	$16,750
Bonus	20	540	970	830	1,200
Total Compensation	38	12,620	15,407	15,300	16,840
Age	37	25	34	31	36
Years with Present Bank	37	2	6	4	8
Years in Position	36	1	3	2	3
No. of Employees Supervised	33	0	2	1	2
Asset Size (Millions)	38	$22.5	$24.4	$24.0	$26.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	20	$11,000	$14,033	$14,318	$16,000
Bonus	12	370	661	500	1,150
Total Compensation	20	11,370	14,430	14,675	16,000
Age	20	30	42	44	48
Years with Present Bank	20	4	12	10	18
Years in Position	19	1	3	2	2
No. of Employees Supervised	17	0	3	1	4
Asset Size (Millions)	20	$20.0	$23.9	$23.5	$28.0
MORTGAGE LOAN OFFICER					
Base Salary	16	$14,750	$18,554	$19,500	$21,600
Bonus	10	530	1,549	743	1,571
Total Compensation	16	14,800	19,522	20,050	22,500
Age	16	31	42	41	50
Years with Present Bank	16	2	9	6	13
Years in Position	16	1	4	4	5
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	16	$22.0	$24.6	$24.0	$26.0
OFFICER TRAINEE					
Base Salary	8	$10,500	$12,540	$12,000	$13,000
Bonus	5	425	760	750	925
Total Compensation	8	10,500	13,015	12,500	14,100
Age	8	24	28	29	29
Years with Present Bank	8	1	2	1	2
Years in Position	8	1	1	2	2
No. of Employees Supervised	6	0	1	0	0
Asset Size (Millions)	8	$21.0	$25.1	$25.5	$27.0
OPERATIONS OFFICER-SR.					
Base Salary	71	$15,000	$19,711	$19,000	$22,250
Bonus	43	607	1,583	1,100	1,900
Total Compensation	71	15,925	20,670	19,500	23,175
Age	69	35	41	40	47
Years with Present Bank	69	6	13	10	18
Years in Position	67	2	5	3	6
No. of Employees Supervised	65	7	14	12	19
Asset Size (Millions)	71	$21.0	$24.1	$24.0	$27.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	61	$11,500	$14,261	$13,500	$16,050
Bonus	37	488	1,053	915	1,238
Total Compensation	61	12,301	14,899	14,000	16,715
Age	60	30	40	39	49
Years with Present Bank	60	6	11	10	16
Years in Position	59	1	4	2	5
No. of Employees Supervised	55	2	7	6	10
Asset Size (Millions)	61	$21.0	$23.9	$24.0	$26.0
PERSONNEL OFFICER					
Base Salary	11	$13,750	$15,206	$15,210	$16,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,650	15,727	15,834	16,454
Age	11	42	48	50	53
Years with Present Bank	11	6	14	12	20
Years in Position	11	2	4	3	6
No. of Employees Supervised	11	0	11	12	15
Asset Size (Millions)	11	$23.5	$25.4	$26.0	$27.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 856 banks submitting data for the East-North Central region, 99 banks were in the $30 to $39 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	98	$36,000	$43,228	$42,250	$49,660
Bonus	66	2,350	6,284	5,000	7,750
Total Compensation	98	38,000	47,460	46,834	54,650
Age	98	45	51	50	56
Years with Present Bank	97	8	17	16	25
Years in Position	95	3	8	7	12
No. of Employees Supervised	98	25	32	31	40
Asset Size (Millions)	98	$31.0	$34.0	$34.0	$36.0
SECOND RANKING OFFICER					
Base Salary	91	$25,400	$30,697	$29,743	$36,000
Bonus	57	1,663	3,980	3,100	4,929
Total Compensation	91	27,200	33,190	32,000	38,500
Age	91	38	46	44	53
Years with Present Bank	91	8	16	14	24
Years in Position	89	2	6	5	10
No. of Employees Supervised	85	11	26	28	36
Asset Size (Millions)	91	$31.0	$34.1	$34.0	$36.0
AGRICULTURAL LOAN OFFICER					
Base Salary	15	$19,365	$22,674	$22,000	$23,765
Bonus	12	1,000	2,102	2,000	2,400
Total Compensation	15	20,765	24,356	23,375	27,646
Age	15	30	40	36	49
Years with Present Bank	15	3	7	5	11
Years in Position	15	1	5	3	8
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	15	$34.0	$35.3	$35.0	$37.0
BRANCH MANAGER					
Base Salary	40	$13,500	$18,180	$17,150	$22,250
Bonus	18	650	1,800	1,094	2,243
Total Compensation	40	14,625	18,990	18,086	23,190
Age	40	33	42	42	50
Years with Present Bank	40	3	10	8	14
Years in Position	40	1	4	2	4
No. of Employees Supervised	39	2	5	4	5
Asset Size (Millions)	40	$31.0	$34.2	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	19	$17,200	$22,113	$22,500	$25,300
Bonus	10	937	1,649	1,458	1,792
Total Compensation	19	17,802	22,981	23,000	27,410
Age	19	37	47	45	60
Years with Present Bank	19	3	10	7	13
Years in Position	18	1	3	3	3
No. of Employees Supervised	19	0	1	0	2
Asset Size (Millions)	19	$31.0	$34.2	$35.0	$36.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	44	$21,600	$25,227	$24,270	$28,400
Bonus	23	713	1,892	1,700	2,500
Total Compensation	44	23,000	26,216	25,600	29,000
Age	43	34	40	38	44
Years with Present Bank	44	3	9	7	13
Years in Position	44	2	4	3	4
No. of Employees Supervised	41	2	5	4	6
Asset Size (Millions)	44	$32.0	$34.7	$35.0	$37.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	14	$15,500	$17,481	$17,525	$19,029
Bonus	8	500	1,855	1,373	1,972
Total Compensation	14	15,650	18,541	19,029	19,574
Age	14	32	36	37	40
Years with Present Bank	14	3	7	7	9
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	0	4	2	4
Asset Size (Millions)	14	$30.5	$33.2	$33.0	$34.5
CONTROLLER					
Base Salary	27	$17,250	$21,832	$21,400	$26,465
Bonus	16	900	2,827	1,865	2,600
Total Compensation	27	18,552	23,507	22,800	28,000
Age	27	34	43	42	53
Years with Present Bank	27	5	13	11	20
Years in Position	26	1	5	2	7
No. of Employees Supervised	27	0	9	3	7
Asset Size (Millions)	27	$32.0	$34.3	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	35	$17,100	$20,656	$20,134	$23,000
Bonus	19	775	1,851	1,944	2,184
Total Compensation	35	18,250	21,661	21,384	24,809
Age	35	31	40	38	48
Years with Present Bank	35	4	10	8	13
Years in Position	33	2	6	4	9
No. of Employees Supervised	31	1	6	3	6
Asset Size (Millions)	35	$31.0	$34.3	$35.0	$36.0
INSTALMENT. LOAN COLLECTOR					
Base Salary	12	$8,500	$11,478	$11,850	$12,456
Bonus	6	238	574	400	675
Total Compensation	12	9,200	11,765	11,850	12,480
Age	12	23	31	26	34
Years with Present Bank	12	1	4	3	6
Years in Position	12	1	2	1	2
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	12	$31.0	$34.2	$34.5	$36.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	55	$16,700	$20,360	$20,000	$23,220
Bonus	35	788	1,836	2,000	2,316
Total Compensation	55	17,825	21,529	21,000	25,000
Age	54	32	39	36	44
Years with Present Bank	54	3	8	7	10
Years in Position	53	2	4	3	5
No. of Employees Supervised	53	1	3	3	5
Asset Size (Millions)	55	$32.0	$34.3	$34.0	$36.5
INSTALMENT LOAN OFFICER-JR.					
Base Salary	36	$13,100	$14,979	$14,983	$16,934
Bonus	22	469	1,277	950	1,500
Total Compensation	36	14,000	15,760	15,824	18,375
Age	36	28	37	35	42
Years with Present Bank	36	3	9	7	11
Years in Position	35	1	4	2	4
No. of Employees Supervised	34	0	2	1	2
Asset Size (Millions)	36	$32.0	$34.1	$34.0	$35.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	34	$13,050	$15,723	$15,300	$17,500
Bonus	18	570	1,210	1,001	1,646
Total Compensation	34	13,560	16,363	15,800	18,750
Age	33	30	41	42	52
Years with Present Bank	33	5	12	9	15
Years in Position	32	2	4	3	5
No. of Employees Supervised	29	0	2	0	1
Asset Size (Millions)	34	$32.0	$34.2	$34.0	$36.0
MORTGAGE LOAN OFFICER					
Base Salary	24	$13,000	$18,600	$19,070	$23,700
Bonus	9	950	1,417	1,145	1,582
Total Compensation	24	13,000	19,131	19,070	23,700
Age	24	34	42	42	49
Years with Present Bank	24	5	14	10	16
Years in Position	23	1	4	3	7
No. of Employees Supervised	24	0	1	1	2
Asset Size (Millions)	24	$32.0	$34.4	$34.5	$35.0
OFFICER TRAINEE					
Base Salary	20	$10,000	$12,289	$11,693	$14,500
Bonus	9	250	1,230	900	1,298
Total Compensation	20	10,160	12,842	11,869	15,000
Age	20	24	30	26	31
Years with Present Bank	20	1	4	2	5
Years in Position	20	0	1	1	2
No. of Employees Supervised	19	0	2	0	4
Asset Size (Millions)	20	$33.0	$35.2	$35.0	$38.0
OPERATIONS OFFICER-SR.					
Base Salary	65	$19,249	$23,147	$22,900	$25,500
Bonus	39	1,223	2,194	2,000	2,775
Total Compensation	65	20,487	24,463	23,900	27,272
Age	65	35	43	42	48
Years with Present Bank	65	7	13	12	19
Years in Position	64	2	6	4	7
No. of Employees Supervised	63	8	19	16	26
Asset Size (Millions)	65	$31.0	$34.1	$34.0	$36.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	50	$12,850	$15,075	$14,950	$16,050
Bonus	27	750	1,208	1,125	1,530
Total Compensation	50	13,500	15,727	15,200	17,080
Age	49	34	42	42	50
Years with Present Bank	50	6	13	11	17
Years in Position	49	1	4	2	5
No. of Employees Supervised	47	5	10	8	14
Asset Size (Millions)	50	$31.0	$33.8	$34.0	$36.0
PERSONNEL OFFICER					
Base Salary	15	$13,100	$15,642	$15,000	$18,100
Bonus	8	300	1,188	920	1,500
Total Compensation	15	13,250	16,275	16,915	18,275
Age	15	35	41	40	46
Years with Present Bank	15	6	12	11	18
Years in Position	15	1	3	2	4
No. of Employees Supervised	14	0	6	2	4
Asset Size (Millions)	15	$33.0	$35.2	$35.0	$37.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 856 banks submitting data for the East-North Central region, 93 banks were in the $40 to $49 Million asset size category.

GEOGRAPHIC REGION: 4
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	93	$41,000	$48,619	$48,000	$52,000
Bonus	55	2,500	6,635	4,209	7,281
Total Compensation	93	42,500	52,543	50,484	58,100
Age	93	43	51	51	57
Years with Present Bank	93	8	17	15	23
Years in Position	90	3	8	7	12
No. of Employees Supervised	88	32	42	40	45
Asset Size (Millions)	93	$42.0	$45.4	$45.0	$48.0
SECOND RANKING OFFICER					
Base Salary	76	$30,750	$35,723	$34,458	$40,000
Bonus	42	2,000	4,013	3,025	5,048
Total Compensation	76	31,700	37,941	35,450	43,000
Age	76	43	48	47	52
Years with Present Bank	76	6	15	14	22
Years in Position	73	2	6	3	8
No. of Employees Supervised	66	10	29	31	41
Asset Size (Millions)	76	$42.0	$45.7	$45.0	$48.0
AGRICULTURAL LOAN OFFICER					
Base Salary	25	$19,000	$24,091	$24,000	$27,600
Bonus	11	1,000	2,719	2,000	2,797
Total Compensation	25	19,000	25,288	27,000	29,000
Age	26	35	45	44	54
Years with Present Bank	26	5	11	8	16
Years in Position	24	2	6	4	9
No. of Employees Supervised	21	0	1	1	2
Asset Size (Millions)	26	$44.0	$46.7	$47.0	$49.0
BRANCH MANAGER					
Base Salary	49	$13,900	$17,395	$16,000	$19,750
Bonus	22	700	1,553	1,399	2,073
Total Compensation	49	14,000	18,092	16,100	20,767
Age	49	34	40	39	46
Years with Present Bank	49	5	11	10	16
Years in Position	47	2	4	3	5
No. of Employees Supervised	44	4	6	5	7
Asset Size (Millions)	49	$42.0	$45.5	$45.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	21	$16,650	$21,067	$20,400	$23,185
Bonus	13	250	1,456	850	1,575
Total Compensation	21	17,500	21,968	22,430	24,765
Age	21	37	45	46	55
Years with Present Bank	21	7	12	9	13
Years in Position	21	2	5	4	6
No. of Employees Supervised	19	0	3	1	4
Asset Size (Millions)	21	$42.0	$44.9	$44.0	$47.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	51	$24,193	$28,330	$27,000	$31,750
Bonus	25	1,350	2,952	2,100	3,653
Total Compensation	51	25,201	29,777	28,925	33,000
Age	50	34	41	39	46
Years with Present Bank	51	4	9	8	12
Years in Position	50	2	5	3	6
No. of Employees Supervised	49	3	5	4	6
Asset Size (Millions)	51	$42.0	$46.0	$47.0	$48.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	24	$19,000	$21,184	$21,650	$22,500
Bonus	11	100	1,413	1,288	1,800
Total Compensation	24	19,400	21,832	21,700	24,750
Age	24	31	38	35	43
Years with Present Bank	24	2	8	6	12
Years in Position	24	1	3	2	3
No. of Employees Supervised	21	0	2	1	2
Asset Size (Millions)	24	$41.0	$44.8	$44.5	$48.0
CONTROLLER					
Base Salary	38	$19,500	$22,676	$22,500	$26,100
Bonus	19	618	1,862	1,849	2,500
Total Compensation	38	20,252	23,608	23,450	26,100
Age	38	34	40	39	43
Years with Present Bank	38	5	11	7	13
Years in Position	37	2	4	3	5
No. of Employees Supervised	36	1	6	3	7
Asset Size (Millions)	38	$42.0	$45.1	$44.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	26	$15,525	$20,017	$19,700	$23,150
Bonus	13	250	1,439	875	1,409
Total Compensation	26	16,125	20,737	19,775	24,500
Age	26	31	39	36	43
Years with Present Bank	26	8	14	11	16
Years in Position	24	2	6	4	7
No. of Employees Supervised	24	1	3	2	4
Asset Size (Millions)	26	$41.5	$45.2	$45.0	$48.0
INSTALMENT LOAN COLLECTOR					
Base Salary	25	$10,750	$13,366	$12,288	$15,300
Bonus	7	163	793	485	1,121
Total Compensation	25	10,750	13,588	12,675	15,300
Age	25	26	33	30	33
Years with Present Bank	25	1	4	5	6
Years in Position	24	1	2	2	3
No. of Employees Supervised	22	0	1	0	2
Asset Size (Millions)	25	$43.0	$45.8	$45.0	$48.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	63	$19,150	$22,007	$20,700	$24,570
Bonus	32	762	1,886	1,693	2,300
Total Compensation	63	19,750	22,965	21,500	25,745
Age	63	33	40	37	46
Years with Present Bank	63	4	8	7	11
Years in Position	61	2	5	4	7
No. of Employees Supervised	57	2	3	3	4
Asset Size (Millions)	63	$42.0	$45.5	$45.0	$48.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	48	$13,935	$16,346	$15,563	$18,500
Bonus	23	462	1,128	1,200	1,525
Total Compensation	48	14,400	16,887	16,100	19,145
Age	48	29	34	31	37
Years with Present Bank	48	3	7	5	11
Years in Position	46	2	3	3	4
No. of Employees Supervised	40	0	2	1	2
Asset Size (Millions)	48	$42.0	$45.5	$45.5	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	41	$12,575	$15,566	$15,000	$18,175
Bonus	22	411	1,056	1,006	1,467
Total Compensation	41	13,311	16,133	15,600	18,750
Age	41	30	39	37	46
Years with Present Bank	41	4	11	8	14
Years in Position	39	1	3	2	4
No. of Employees Supervised	36	0	0	0	0
Asset Size (Millions)	41	$42.5	$45.4	$45.0	$48.0
MORTGAGE LOAN OFFICER					
Base Salary	36	$16,000	$20,108	$19,544	$23,335
Bonus	20	300	1,524	1,200	2,282
Total Compensation	36	17,200	20,955	21,100	24,828
Age	36	33	42	40	49
Years with Present Bank	36	4	10	8	15
Years in Position	34	2	4	4	4
No. of Employees Supervised	32	1	2	1	3
Asset Size (Millions)	36	$42.0	$45.3	$45.0	$48.0
OFFICER TRAINEE					
Base Salary	12	$11,180	$13,234	$12,000	$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	11,980	13,384	12,190	14,500
Age	12	24	28	26	31
Years with Present Bank	12	1	3	2	3
Years in Position	12	1	1	1	2
No. of Employees Supervised	10	0	2	0	2
Asset Size (Millions)	12	$42.0	$45.8	$45.0	$48.0
OPERATIONS OFFICER-SR.					
Base Salary	61	$21,125	$25,185	$24,000	$28,500
Bonus	34	900	2,474	1,972	3,157
Total Compensation	61	22,325	26,565	25,314	30,500
Age	60	35	44	43	51
Years with Present Bank	61	4	15	12	21
Years in Position	60	2	6	4	6
No. of Employees Supervised	56	13	22	20	30
Asset Size (Millions)	61	$42.0	$45.4	$45.0	$48.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	47	$13,810	$16,466	$16,200	$18,548
Bonus	24	500	1,362	1,308	1,800
Total Compensation	47	14,660	17,162	17,100	19,612
Age	46	30	40	40	49
Years with Present Bank	46	4	10	10	14
Years in Position	45	1	4	3	6
No. of Employees Supervised	43	4	13	7	17
Asset Size (Millions)	47	$41.5	$44.9	$45.0	$48.0
PERSONNEL OFFICER					
Base Salary	25	$15,600	$19,442	$18,804	$21,800
Bonus	9	350	1,092	700	1,352
Total Compensation	25	16,045	19,835	18,804	22,400
Age	25	41	47	48	54
Years with Present Bank	25	8	16	15	19
Years in Position	24	1	4	3	4
No. of Employees Supervised	25	0	7	1	12
Asset Size (Millions)	25	$43.0	$46.2	$46.0	$48.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 856 banks submitting data for the East-North Central region, 157 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	157	$50,000	$57,527	$57,500	$63,650
Bonus	65	2,615	8,330	6,500	11,054
Total Compensation	157	50,918	60,976	60,000	67,628
Age	156	46	51	52	58
Years with Present Bank	157	7	17	16	27
Years in Position	155	3	7	5	11
No. of Employees Supervised	155	57	70	70	88
Asset Size (Millions)	157	$60.0	$72.5	$70.0	$84.0
ADVERTISING OFFICER					
Base Salary	31	$16,000	$20,289	$21,000	$23,869
Bonus	13	750	1,321	1,000	1,750
Total Compensation	31	16,509	20,843	21,000	24,494
Age	30	34	45	47	54
Years with Present Bank	31	3	11	8	13
Years in Position	30	1	4	2	5
No. of Employees Supervised	31	0	2	0	3
Asset Size (Millions)	31	$58.0	$72.8	$70.0	$86.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	36	$29,000	$36,359	$36,500	$43,000
Bonus	16	750	2,426	1,803	3,500
Total Compensation	36	30,000	37,438	38,675	43,548
Age	36	35	46	45	54
Years with Present Bank	36	7	17	16	24
Years in Position	33	2	6	4	9
No. of Employees Supervised	36	1	22	4	21
Asset Size (Millions)	36	$58.0	$73.9	$75.0	$84.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	50	$24,250	$30,296	$29,100	$35,180
Bonus	19	1,000	2,720	2,000	3,350
Total Compensation	50	25,775	31,330	30,288	36,000
Age	49	37	45	43	50
Years with Present Bank	50	5	14	13	20
Years in Position	50	1	4	3	7
No. of Employees Supervised	49	22	42	38	61
Asset Size (Millions)	50	$60.5	$74.4	$73.0	$84.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	6	$18,975	$26,492	$26,900	$28,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,975	26,658	26,900	29,400
Age	6	32	42	41	50
Years with Present Bank	6	4	15	10	22
Years in Position	6	2	8	3	8
No. of Employees Supervised	6	8	26	33	35
Asset Size (Millions)	6	$58.5	$70.3	$68.5	$77.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	35	$18,700	$22,617	$22,900	$26,200
Bonus	12	1,500	2,472	2,228	2,800
Total Compensation	35	19,950	23,465	23,443	28,000
Age	35	38	44	42	52
Years with Present Bank	35	7	14	12	19
Years in Position	35	2	5	5	7
No. of Employees Supervised	35	10	16	12	16
Asset Size (Millions)	35	$62.0	$75.1	$73.0	$89.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	90	$14,440	$17,673	$17,075	$20,700
Bonus	29	520	1,037	900	1,332
Total Compensation	90	14,767	18,007	17,200	21,000
Age	89	32	42	40	51
Years with Present Bank	89	5	12	10	17
Years in Position	89	2	5	3	7
No. of Employees Supervised	89	4	5	5	7
Asset Size (Millions)	90	$60.5	$74.4	$74.5	$85.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	15	$24,075	$35,559	$34,650	$46,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	24,250	36,789	37,250	48,500
Age	15	40	48	47	55
Years with Present Bank	15	2	11	11	20
Years in Position	14	2	3	4	4
No. of Employees Supervised	15	0	16	3	18
Asset Size (Millions)	15	$58.5	$72.1	$64.0	$86.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	16	$15,600	$25,687	$21,400	$36,000
Bonus	6	175	1,937	835	2,775
Total Compensation	16	15,600	26,413	21,525	36,000
Age	16	42	50	51	56
Years with Present Bank	16	1	9	5	12
Years in Position	16	1	2	3	4
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	16	$59.0	$72.6	$74.5	$85.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	22	$18,350	$26,507	$25,050	$35,625
Bonus		INSUFFICIENT DATA			
Total Compensation	22	18,350	26,895	25,050	36,250
Age	22	36	45	44	55
Years with Present Bank	22	4	11	9	14
Years in Position	21	2	5	3	6
No. of Employees Supervised	21	1	9	4	10
Asset Size (Millions)	22	$66.0	$76.9	$74.0	$92.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	97	$28,800	$34,041	$33,000	$38,570
Bonus	43	1,254	3,179	2,500	4,040
Total Compensation	97	30,000	35,450	34,500	41,000
Age	96	36	44	43	50
Years with Present Bank	97	4	12	9	17
Years in Position	96	2	5	3	6
No. of Employees Supervised	96	5	9	8	12
Asset Size (Millions)	97	$63.0	$74.8	$74.0	$86.5
COMMERCIAL LOAN OFFICER					
Base Salary	102	$22,000	$27,933	$26,650	$31,250
Bonus	32	699	2,300	1,998	3,000
Total Compensation	102	23,000	28,655	27,000	32,063
Age	101	34	41	39	47
Years with Present Bank	101	4	10	8	13
Years in Position	100	2	5	3	6
No. of Employees Supervised	100	0	3	1	4
Asset Size (Millions)	102	$60.0	$73.6	$72.0	$85.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	47	$15,375	$19,434	$18,480	$21,575
Bonus	16	750	1,563	1,700	2,000
Total Compensation	47	15,950	19,966	18,941	21,975
Age	47	27	35	31	39
Years with Present Bank	47	2	7	4	9
Years in Position	46	1	2	2	3
No. of Employees Supervised	47	0	1	0	2
Asset Size (Millions)	47	$60.0	$73.0	$70.0	$84.5
EDP OFFICER-SR.					
Base Salary	35	$17,000	$22,568	$22,000	$27,208
Bonus	14	546	1,451	1,044	2,325
Total Compensation	35	17,100	23,148	23,000	27,779
Age	34	31	37	36	43
Years with Present Bank	35	5	10	10	14
Years in Position	35	2	5	3	6
No. of Employees Supervised	35	4	8	6	11
Asset Size (Millions)	35	$60.5	$73.0	$73.0	$84.0
FINANCIAL OFFICER-SR.					
Base Salary	80	$22,000	$27,205	$27,542	$31,500
Bonus	33	885	2,867	2,300	3,303
Total Compensation	80	22,000	28,388	28,139	32,000
Age	80	32	39	37	44
Years with Present Bank	80	3	11	8	15
Years in Position	80	1	4	3	6
No. of Employees Supervised	80	2	13	5	13
Asset Size (Millions)	80	$64.0	$75.4	$73.0	$89.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	61	$14,000	$16,218	$16,000	$18,000
Bonus	22	300	1,026	950	1,565
Total Compensation	61	14,000	16,588	16,276	19,375
Age	61	29	39	34	48
Years with Present Bank	60	2	6	4	7
Years in Position	59	1	3	2	4
No. of Employees Supervised	61	0	1	1	2
Asset Size (Millions)	61	$61.0	$74.4	$73.0	$86.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	109	$20,550	$24,419	$24,000	$27,908
Bonus	40	950	2,232	1,950	2,569
Total Compensation	109	21,746	25,238	25,000	28,550
Age	108	34	41	41	49
Years with Present Bank	109	5	11	9	15
Years in Position	107	2	5	4	8
No. of Employees Supervised	108	3	5	5	7
Asset Size (Millions)	109	$61.0	$73.9	$72.0	$85.5
INSTALMENT LOAN OFFICER					
Base Salary	123	$15,900	$18,783	$18,200	$21,120
Bonus	41	637	1,326	1,200	1,903
Total Compensation	123	16,000	19,225	18,500	21,750
Age	122	30	38	37	44
Years with Present Bank	123	4	9	7	14
Years in Position	123	1	4	3	6
No. of Employees Supervised	123	0	2	0	2
Asset Size (Millions)	123	$60.5	$73.2	$72.0	$84.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	127	$15,581	$19,019	$18,100	$22,000
Bonus	48	575	1,328	1,095	1,800
Total Compensation	127	15,929	19,511	18,720	22,000
Age	127	29	39	35	48
Years with Present Bank	128	3	10	7	13
Years in Position	126	2	4	3	4
No. of Employees Supervised	126	0	2	1	1
Asset Size (Millions)	128	$61.0	$72.9	$72.0	$84.0
LOAN REVIEW OFFICER					
Base Salary	8	$15,800	$24,727	$20,657	$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,800	24,774	20,845	23,500
Age	8	31	41	38	49
Years with Present Bank	8	7	14	12	16
Years in Position	7	1	3	3	3
No. of Employees Supervised	8	0	3	2	4
Asset Size (Millions)	8	$56.0	$69.5	$67.0	$70.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	43	$16,250	$22,323	$21,000	$25,550
Bonus	17	678	2,467	1,500	3,228
Total Compensation	43	17,540	23,298	22,000	26,350
Age	44	34	43	40	51
Years with Present Bank	44	4	10	8	13
Years in Position	43	2	5	3	6
No. of Employees Supervised	44	0	3	1	2
Asset Size (Millions)	44	$61.0	$73.7	$72.0	$85.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	59	$22,700	$26,999	$27,000	$30,838
Bonus	23	982	4,137	2,000	2,940
Total Compensation	59	23,700	28,612	28,400	33,000
Age	58	38	46	45	54
Years with Present Bank	59	6	15	13	22
Years in Position	58	3	6	5	7
No. of Employees Supervised	59	1	3	2	4
Asset Size (Millions)	59	$62.0	$74.3	$76.0	$83.5
MORTGAGE LOAN OFFICER					
Base Salary	53	$18,550	$22,190	$21,714	$24,416
Bonus	15	990	2,038	1,500	2,300
Total Compensation	53	19,250	22,767	21,800	25,275
Age	53	34	43	42	51
Years with Present Bank	53	5	12	9	15
Years in Position	52	2	4	3	5
No. of Employees Supervised	52	1	2	1	2
Asset Size (Millions)	53	$60.5	$74.6	$73.0	$91.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	25	$13,150	$16,176	$16,200	$18,900
Bonus	11	294	849	500	1,065
Total Compensation	25	13,270	16,549	16,240	19,034
Age	24	29	38	34	43
Years with Present Bank	25	3	8	7	11
Years in Position	25	1	2	2	2
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	25	$60.5	$74.4	$74.0	$85.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	70	$12,530	$15,372	$14,740	$17,350
Bonus	21	512	1,111	1,000	1,500
Total Compensation	70	12,680	15,705	15,150	17,550
Age	70	39	47	49	55
Years with Present Bank	70	8	16	16	20
Years in Position	69	2	4	3	5
No. of Employees Supervised	70	1	4	3	5
Asset Size (Millions)	70	$61.0	$73.8	$73.0	$85.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	13	$11,314	$13,127	$13,000	$14,050
Bonus		INSUFFICIENT DATA			
Total Compensation	13	11,930	13,380	13,000	14,075
Age	13	25	28	26	33
Years with Present Bank	13	2	2	3	3
Years in Position	13	0	1	1	2
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	13	$64.0	$76.2	$77.0	$86.5
OPERATIONS OFFICER-SR.					
Base Salary	125	$24,100	$29,380	$29,000	$35,000
Bonus	48	1,200	2,574	2,000	3,150
Total Compensation	125	24,875	30,368	30,000	35,941
Age	124	36	44	44	52
Years with Present Bank	125	6	14	12	22
Years in Position	123	2	5	4	6
No. of Employees Supervised	122	15	36	31	51
Asset Size (Millions)	125	$61.0	$73.0	$70.0	$84.5
PERSONNEL OFFICER-SR.					
Base Salary	82	$16,263	$19,441	$18,700	$22,500
Bonus	29	570	1,576	1,000	2,100
Total Compensation	82	16,263	19,999	18,900	23,000
Age	82	32	43	44	52
Years with Present Bank	82	4	12	11	18
Years in Position	80	2	4	3	5
No. of Employees Supervised	79	0	10	1	4
Asset Size (Millions)	82	$60.5	$73.8	$72.0	$85.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	32	$16,500	$20,289	$18,750	$24,000
Bonus	12	740	1,202	1,090	1,520
Total Compensation	32	16,720	20,739	19,070	24,000
Age	32	38	46	48	53
Years with Present Bank	32	4	14	11	20
Years in Position	31	1	3	2	4
No. of Employees Supervised	30	0	5	1	4
Asset Size (Millions)	32	$60.0	$70.6	$66.0	$79.0
TRAINING DIRECTOR					
Base Salary	9	$12,750	$15,299	$15,000	$15,750
Bonus		INSUFFICIENT DATA			
Total Compensation	9	12,978	15,744	15,800	16,525
Age	9	30	40	38	43
Years with Present Bank	9	5	11	9	13
Years in Position	8	0	2	2	3
No. of Employees Supervised	8	0	4	4	8
Asset Size (Millions)	9	$60.5	$70.6	$67.0	$78.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	85	$25,200	$30,485	$30,000	$35,820
Bonus	32	1,100	2,688	2,088	3,500
Total Compensation	85	25,775	31,498	31,154	36,400
Age	84	35	43	41	49
Years with Present Bank	85	3	9	8	13
Years in Position	85	2	6	5	8
No. of Employees Supervised	83	2	3	3	4
Asset Size (Millions)	85	$61.0	$73.7	$73.0	$84.0
TRUST OPERATIONS MANAGER					
Base Salary	41	$13,650	$17,412	$16,000	$20,060
Bonus	16	300	956	778	1,300
Total Compensation	41	14,250	17,786	16,356	20,160
Age	41	31	38	36	43
Years with Present Bank	41	3	9	9	12
Years in Position	41	2	4	2	6
No. of Employees Supervised	41	1	2	1	3
Asset Size (Millions)	41	$63.0	$74.8	$76.0	$85.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 856 banks submitting data for the East-North Central region, 129 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

International Banking Officer-Sr.

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	129	$65,000	$76,420	$74,500	$86,000
Bonus	52	3,334	12,349	7,600	19,000
Total Compensation	129	66,150	81,398	76,043	92,000
Age	129	46	52	52	58
Years with Present Bank	129	7	18	16	26
Years in Position	129	2	7	6	10
No. of Employees Supervised	126	99	135	128	182
Asset Size (Millions)	129	$115.5	$152.5	$148.0	$174.5
ADVERTISING OFFICER					
Base Salary	44	$16,000	$25,718	$24,000	$30,000
Bonus	18	658	1,958	1,688	2,279
Total Compensation	44	17,000	26,519	24,600	31,500
Age	42	32	42	40	50
Years with Present Bank	44	4	10	8	12
Years in Position	44	1	4	3	5
No. of Employees Supervised	42	0	13	1	2
Asset Size (Millions)	44	$123.0	$153.7	$151.0	$172.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	57	$27,150	$37,419	$35,400	$44,182
Bonus	21	1,387	3,200	2,600	4,125
Total Compensation	57	27,669	38,597	36,799	45,000
Age	57	37	45	42	51
Years with Present Bank	57	5	14	11	20
Years in Position	56	2	5	4	8
No. of Employees Supervised	57	1	10	2	4
Asset Size (Millions)	57	$128.5	$167.1	$161.0	$205.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	52	$25,700	$32,526	$32,000	$36,300
Bonus	11	894	3,045	2,000	4,250
Total Compensation	52	25,700	33,170	33,000	38,000
Age	52	37	43	41	48
Years with Present Bank	52	6	14	13	17
Years in Position	51	2	4	2	5
No. of Employees Supervised	51	23	69	66	108
Asset Size (Millions)	52	$124.0	$164.1	$156.0	$200.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	$19,150	$24,509	$23,100	$27,400
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,150	25,254	23,100	28,800
Age	10	30	37	35	42
Years with Present Bank	10	6	12	10	14
Years in Position	10	1	3	3	3
No. of Employees Supervised	9	23	29	31	32
Asset Size (Millions)	10	$131.0	$171.3	$162.5	$194.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	69	$19,000	$22,022	$20,852	$24,000
Bonus	17	475	1,291	1,120	1,600
Total Compensation	69	19,300	22,340	21,200	24,500
Age	69	32	40	39	47
Years with Present Bank	69	7	13	12	17
Years in Position	69	2	5	4	6
No. of Employees Supervised	69	11	14	13	15
Asset Size (Millions)	69	$126.0	$160.8	$155.0	$189.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	84	$16,800	$19,398	$18,750	$22,000
Bonus	16	420	1,129	882	1,400
Total Compensation	84	16,900	19,613	19,016	22,000
Age	84	33	42	40	51
Years with Present Bank	84	7	13	11	18
Years in Position	84	2	5	4	6
No. of Employees Supervised	84	5	6	6	8
Asset Size (Millions)	84	$115.0	$153.3	$142.0	$181.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	38	$27,800	$32,944	$31,700	$37,975
Bonus	10	1,200	3,134	2,838	3,500
Total Compensation	38	28,000	33,769	31,713	38,700
Age	38	39	46	45	53
Years with Present Bank	38	3	11	10	16
Years in Position	36	2	4	3	5
No. of Employees Supervised	35	1	10	2	4
Asset Size (Millions)	38	$119.5	$158.8	$156.0	$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	29	$19,000	$22,927	$24,000	$26,550
Bonus	7	549	973	1,000	1,270
Total Compensation	29	19,000	23,162	24,100	26,800
Age	29	38	49	49	56
Years with Present Bank	29	3	11	9	14
Years in Position	28	1	4	3	5
No. of Employees Supervised	29	0	1	0	1
Asset Size (Millions)	29	$126.0	$160.8	$157.0	$175.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	48	$15,600	$22,851	$20,500	$27,000
Bonus	13	704	2,373	1,400	2,675
Total Compensation	48	15,600	23,493	20,500	28,300
Age	47	31	39	38	46
Years with Present Bank	47	3	9	6	13
Years in Position	46	2	4	3	4
No. of Employees Supervised	47	1	8	2	6
Asset Size (Millions)	48	$123.0	$161.1	$152.5	$199.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	102	$31,513	$38,253	$37,250	$42,452
Bonus	36	1,300	3,981	2,507	4,050
Total Compensation	102	32,500	39,658	39,075	43,538
Age	102	36	43	41	49
Years with Present Bank	102	3	10	9	15
Years in Position	99	2	4	3	6
No. of Employees Supervised	101	5	9	7	10
Asset Size (Millions)	102	$116.5	$157.8	$151.0	$194.5
COMMERCIAL LOAN OFFICER					
Base Salary	109	$24,000	$28,154	$28,000	$31,010
Bonus	30	706	2,476	1,520	3,150
Total Compensation	109	24,275	28,835	28,310	32,005
Age	109	33	40	36	45
Years with Present Bank	109	4	9	8	13
Years in Position	107	2	4	3	5
No. of Employees Supervised	108	0	2	1	4
Asset Size (Millions)	109	$114.5	$153.8	$148.0	$178.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	67	$18,000	$21,636	$21,000	$23,900
Bonus	19	275	1,145	500	1,220
Total Compensation	67	18,375	21,960	21,000	24,130
Age	67	27	35	33	39
Years with Present Bank	67	3	8	7	10
Years in Position	64	1	3	2	4
No. of Employees Supervised	66	0	1	0	2
Asset Size (Millions)	67	$124.0	$162.7	$154.0	$201.0
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	10	$24,250	$30,556	$29,128	$33,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,838	30,673	29,128	33,000
Age	10	36	47	46	52
Years with Present Bank	10	4	18	10	23
Years in Position	9	2	5	4	6
No. of Employees Supervised	10	1	6	3	5
Asset Size (Millions)	10	$133.0	$173.5	$165.0	$192.5
EDP OFFICER-SR.					
Base Salary	69	$23,700	$29,138	$29,000	$32,650
Bonus	22	615	2,464	1,365	3,350
Total Compensation	69	24,000	29,924	29,500	33,963
Age	69	34	39	38	44
Years with Present Bank	69	5	11	10	14
Years in Position	68	2	5	3	7
No. of Employees Supervised	68	6	17	10	21
Asset Size (Millions)	69	$121.5	$158.1	$151.0	$183.0
FINANCIAL OFFICER-SR.					
Base Salary	105	$27,250	$33,530	$33,000	$38,150
Bonus	29	798	2,877	2,000	3,273
Total Compensation	105	27,752	34,325	33,500	38,350
Age	104	33	40	38	45
Years with Present Bank	105	4	10	8	13
Years in Position	103	2	5	4	7
No. of Employees Supervised	102	4	11	6	10
Asset Size (Millions)	105	$116.0	$154.4	$149.0	$178.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	73	$14,664	$17,189	$16,400	$18,100
Bonus	14	374	1,427	1,043	2,150
Total Compensation	73	14,850	17,463	16,700	18,685
Age	71	29	36	35	41
Years with Present Bank	71	3	7	5	9
Years in Position	70	1	3	2	3
No. of Employees Supervised	71	1	3	2	4
Asset Size (Millions)	73	$116.0	$155.2	$149.0	$181.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	113	$22,620	$27,883	$27,500	$31,550
Bonus	33	540	16,286	1,533	2,375
Total Compensation	113	23,278	32,639	28,000	32,376
Age	113	38	44	44	50
Years with Present Bank	113	5	12	11	17
Years in Position	110	2	5	4	7
No. of Employees Supervised	111	5	10	8	12
Asset Size (Millions)	113	$116.0	$153.2	$148.0	$178.0
INSTALMENT LOAN OFFICER					
Base Salary	110	$16,500	$19,592	$19,180	$22,000
Bonus	28	502	1,406	1,050	1,750
Total Compensation	110	16,683	19,950	19,410	22,000
Age	108	32	40	38	46
Years with Present Bank	109	5	10	9	14
Years in Position	108	1	4	3	6
No. of Employees Supervised	107	0	3	1	6
Asset Size (Millions)	110	$115.5	$153.8	$148.0	$178.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	116	$19,000	$22,785	$22,500	$25,000
Bonus	34	605	9,570	1,218	2,013
Total Compensation	116	19,250	25,590	22,955	26,200
Age	115	31	40	38	51
Years with Present Bank	116	3	10	8	16
Years in Position	114	2	5	3	7
No. of Employees Supervised	114	1	3	2	3
Asset Size (Millions)	116	$117.0	$155.1	$149.0	$181.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	26	$20,050	$25,386	$24,900	$28,900
Bonus	6	294	1,288	570	1,095
Total Compensation	26	20,050	25,683	25,002	29,650
Age	26	36	43	43	53
Years with Present Bank	26	3	9	5	14
Years in Position	26	1	3	2	3
No. of Employees Supervised	25	0	5	0	4
Asset Size (Millions)	26	$153.0	$177.2	$169.0	$204.0
MARKETING DIRECTOR					
Base Salary	54	$22,175	$29,054	$28,825	$33,235
Bonus	15	496	2,116	2,080	2,938
Total Compensation	54	22,175	29,642	29,498	34,052
Age	52	35	43	44	50
Years with Present Bank	53	4	10	8	14
Years in Position	51	2	5	4	8
No. of Employees Supervised	53	1	6	2	4
Asset Size (Millions)	54	$122.0	$162.9	$153.0	$201.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	78	$24,800	$29,723	$29,650	$33,000
Bonus	23	875	2,336	1,500	2,613
Total Compensation	78	25,078	30,412	29,988	33,335
Age	78	37	46	43	54
Years with Present Bank	78	6	15	12	19
Years in Position	76	2	7	5	9
No. of Employees Supervised	77	2	3	3	4
Asset Size (Millions)	78	$130.0	$163.7	$157.0	$199.5
MORTGAGE LOAN OFFICER					
Base Salary	71	$19,470	$23,590	$23,500	$27,000
Bonus	13	603	1,326	858	1,625
Total Compensation	71	19,470	23,833	23,700	27,539
Age	71	32	40	39	44
Years with Present Bank	71	4	12	9	18
Years in Position	70	2	5	4	8
No. of Employees Supervised	71	0	2	1	3
Asset Size (Millions)	71	$116.5	$156.2	$148.0	$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	30	$15,250	$17,387	$17,200	$19,251
Bonus	6	233	1,257	738	1,213
Total Compensation	30	15,250	17,638	17,539	19,264
Age	30	32	39	36	45
Years with Present Bank	30	2	10	7	16
Years in Position	28	1	3	2	4
No. of Employees Supervised	30	0	1	0	2
Asset Size (Millions)	30	$132.0	$178.2	$180.0	$215.0
NEW ACCOUNTS OFFICER					
Base Salary	59	$14,500	$18,447	$17,250	$20,650
Bonus	16	317	1,152	1,020	2,000
Total Compensation	59	14,500	18,759	17,550	20,750
Age	59	33	44	43	55
Years with Present Bank	59	5	12	10	17
Years in Position	58	2	5	3	6
No. of Employees Supervised	57	3	5	5	7
Asset Size (Millions)	59	$115.0	$147.9	$148.0	$171.0
OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	6	$12,225	$14,925	$13,500	$15,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,650	15,217	13,800	15,650
Age	6	26	29	27	28
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	0	1	0	1
Asset Size (Millions)	6	$120.0	$148.8	$149.5	$153.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	26	$11,750	$12,808	$12,500	$13,382
Bonus		INSUFFICIENT DATA			
Total Compensation	26	11,750	12,832	12,523	13,382
Age	26	24	27	26	27
Years with Present Bank	26	1	2	2	2
Years in Position	26	1	1	1	1
No. of Employees Supervised	26	0	1	0	0
Asset Size (Millions)	26	$124.5	$164.4	$159.0	$199.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	26	$20,050	$25,386	$24,900	$28,900
Bonus	6	294	1,288	570	1,095
Total Compensation	26	20,050	25,683	25,002	29,650
Age	26	36	43	43	53
Years with Present Bank	26	3	9	5	14
Years in Position	26	1	3	2	3
No. of Employees Supervised	25	0	5	0	4
Asset Size (Millions)	26	$153.0	$177.2	$169.0	$204.0
MARKETING DIRECTOR		P			
Base Salary	54	$22,175	$29,054	$28,825	$33,235
Bonus	15	496	2,116	2,080	2,938
Total Compensation	54	22,175	29,642	29,498	34,052
Age	52	35	43	44	50
Years with Present Bank	53	4	10	8	14
Years in Position	51	2	5	4	8
No. of Employees Supervised	53	1	6	2	4
Asset Size (Millions)	54	$122.0	$162.9	$153.0	$201.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	78	$24,800	$29,723	$29,650	$33,000
Bonus	23	875	2,336	1,500	2,613
Total Compensation	78	25,078	30,412	29,988	33,335
Age	78	37	46	43	54
Years with Present Bank	78	6	15	12	19
Years in Position	76	2	7	5	9
No. of Employees Supervised	77	2	3	3	4
Asset Size (Millions)	78	$130.0	$163.7	$157.0	$199.5
MORTGAGE LOAN OFFICER					
Base Salary	71	$19,470	$23,590	$23,500	$27,000
Bonus	13	603	1,326	858	1,625
Total Compensation	71	19,470	23,833	23,700	27,539
Age	71	32	40	39	44
Years with Present Bank	71	4	12	9	18
Years in Position	70	2	5	4	8
No. of Employees Supervised	71	0	2	1	3
Asset Size (Millions)	71	$116.5	$156.2	$148.0	$198.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	110	$27,500	$34,875	$34,250	$40,000
Bonus	34	910	2,875	2,160	3,225
Total Compensation	110	27,629	35,764	35,000	40,856
Age	109	37	44	41	51
Years with Present Bank	110	6	14	13	20
Years in Position	107	2	5	4	8
No. of Employees Supervised	108	20	55	50	75
Asset Size (Millions)	110	$116.0	$154.8	$148.5	$178.0
PERSONNEL OFFICER-SR.					
Base Salary	108	$19,500	$24,206	$22,996	$28,000
Bonus	29	500	1,484	908	2,500
Total Compensation	108	19,791	24,604	23,000	28,800
Age	108	35	42	41	51
Years with Present Bank	108	4	11	10	16
Years in Position	105	2	5	4	7
No. of Employees Supervised	107	1	8	2	4
Asset Size (Millions)	108	$118.0	$157.0	$150.0	$185.0
SECURITY OFFICER-SR.					
Base Salary	42	$17,750	$21,896	$21,400	$25,578
Bonus	9	369	965	1,000	1,028
Total Compensation	42	17,850	22,102	21,900	26,878
Age	42	33	44	42	56
Years with Present Bank	42	6	14	10	19
Years in Position	40	1	5	3	6
No. of Employees Supervised	42	0	12	4	10
Asset Size (Millions)	42	$115.0	$153.2	$151.0	$174.5
TRAINING DIRECTOR					
Base Salary	22	$12,750	$16,391	$14,850	$17,350
Bonus	8	306	825	788	1,100
Total Compensation	22	13,350	16,691	15,384	17,760
Age	22	29	36	31	41
Years with Present Bank	22	4	7	7	7
Years in Position	21	1	2	1	2
No. of Employees Supervised	22	0	2	1	3
Asset Size (Millions)	22	$124.5	$159.5	$151.0	$196.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	99	$31,200	$38,510	$37,128	$44,100
Bonus	32	1,267	3,196	2,650	4,325
Total Compensation	99	32,354	39,544	38,325	45,788
Age	99	37	45	43	52
Years with Present Bank	99	4	9	8	13
Years in Position	96	2	6	5	9
No. of Employees Supervised	97	4	9	7	12
Asset Size (Millions)	99	$116.0	$154.9	$149.0	$181.0
TRUST OPERATIONS MANAGER					
Base Salary	75	$16,000	$21,453	$20,800	$24,750
Bonus	21	312	1,707	1,049	1,738
Total Compensation	75	16,650	21,931	21,000	25,210
Age	74	33	40	36	47
Years with Present Bank	75	5	10	9	14
Years in Position	72	1	4	3	5
No. of Employees Supervised	74	2	4	4	6
Asset Size (Millions)	75	$116.0	$160.1	$152.0	$199.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 856 banks submitting data for the East-North Central region, 38 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	36	$83,125	$100,114	$96,250	$113,000
Bonus	15	5,926	15,576	12,000	23,063
Total Compensation	36	87,500	106,604	100,000	115,000
Age	35	50	56	58	61
Years with Present Bank	36	10	23	25	31
Years in Position	36	4	9	7	10
No. of Employees Supervised	33	249	297	273	331
Asset Size (Millions)	36	$268.0	$347.8	$329.0	$409.0
ADVERTISING OFFICER					
Base Salary	17	$19,010	$23,699	$23,500	$28,250
Bonus	5	262	903	920	1,085
Total Compensation	17	19,010	23,965	23,500	28,283
Age	17	32	43	40	50
Years with Present Bank	17	2	10	8	10
Years in Position	17	1	3	2	4
No. of Employees Supervised	17	0	1	1	2
Asset Size (Millions)	17	$274.0	$367.8	$355.0	$446.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	30	$34,750	$43,144	$41,460	$48,000
Bonus	13	1,835	4,559	4,000	5,150
Total Compensation	30	35,910	45,120	45,720	48,410
Age	30	36	45	43	51
Years with Present Bank	30	5	13	11	18
Years in Position	30	3	6	5	8
No. of Employees Supervised	29	1	25	3	5
Asset Size (Millions)	30	$268.0	$356.2	$353.0	$429.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	22	$30,300	$38,584	$35,350	$40,000
Bonus	10	1,315	4,894	2,416	4,250
Total Compensation	22	31,225	40,808	38,378	40,750
Age	22	37	44	43	53
Years with Present Bank	22	8	18	16	27
Years in Position	22	2	6	5	9
No. of Employees Supervised	22	77	117	106	134
Asset Size (Millions)	22	$278.0	$366.0	$366.0	$428.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	24	$20,700	$23,189	$23,090	$24,500
Bonus	9	1,108	2,851	1,687	2,080
Total Compensation	24	21,700	24,258	23,667	26,500
Age	24	32	41	38	48
Years with Present Bank	24	9	16	14	21
Years in Position	24	2	5	3	7
No. of Employees Supervised	24	12	15	14	18
Asset Size (Millions)	24	$268.0	$357.6	$353.0	$446.0

BRANCH MANAGER-SMALL(<10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$16,000	$19,292	$18,290	$21,250
Bonus	10	625	1,252	1,086	1,641
Total Compensation	25	16,750	19,793	19,100	21,250
Age	25	[illegible]	41	39	52
Years with Present Bank	25	8	12	10	14
Years in Position	25	2	5	3	6
No. of Employees Supervised	25	6	7	7	8
Asset Size (Millions)	25	$267.5	$351.5	$351.0	$407.0

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$27,075	$35,496	$33,000	$42,508
Bonus	9	775	3,742	2,750	3,750
Total Compensation	19	27,975	37,268	34,500	45,250
Age	19	41	51	54	57
Years with Present Bank	19	6	17	16	27
Years in Position	19	2	5	4	8
No. of Employees Supervised	18	1	5	2	5
Asset Size (Millions)	19	$272.0	$356.9	$322.0	$449.5

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$18,970	$22,740	$24,658	$25,138
Bonus	5	738	821	770	814
Total Compensation	18	19,355	22,968	24,949	25,222
Age	18	33	42	41	52
Years with Present Bank	18	4	11	8	16
Years in Position	18	2	4	4	5
No. of Employees Supervised	17	0	10	0	1
Asset Size (Millions)	18	$324.0	$388.9	$378.5	$450.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	31	$17,450	$25,110	$21,130	$30,585
Bonus	9	563	2,242	1,000	1,274
Total Compensation	31	17,968	25,761	21,800	31,700
Age	31	31	40	35	49
Years with Present Bank	31	3	10	6	15
Years in Position	31	1	3	2	3
No. of Employees Supervised	31	3	8	5	8
Asset Size (Millions)	31	$278.0	$363.8	$351.0	$446.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	33	$36,750	$43,793	$41,500	$50,000
Bonus	13	1,938	3,915	3,000	4,494
Total Compensation	33	37,500	45,335	42,500	50,072
Age	33	38	44	41	50
Years with Present Bank	33	6	14	12	18
Years in Position	33	1	5	4	9
No. of Employees Supervised	32	6	19	12	23
Asset Size (Millions)	33	$273.0	$355.7	$351.0	$411.5
COMMERCIAL LOAN OFFICER					
Base Salary	35	$26,000	$30,586	$30,014	$34,250
Bonus	13	775	2,487	1,200	2,327
Total Compensation	35	26,150	31,510	31,000	35,550
Age	35	34	41	40	47
Years with Present Bank	35	3	13	10	19
Years in Position	35	2	4	3	7
No. of Employees Supervised	35	0	1	0	1
Asset Size (Millions)	35	$273.0	$357.8	$351.0	$430.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	28	$18,252	$21,826	$22,250	$24,294
Bonus	7	900	2,819	1,125	1,604
Total Compensation	28	18,252	22,531	23,333	25,680
Age	28	28	33	32	35
Years with Present Bank	28	3	6	5	9
Years in Position	28	1	2	2	2
No. of Employees Supervised	27	0	1	0	1
Asset Size (Millions)	28	$279.0	$362.3	$366.0	$444.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	8	$25,700	$35,375	$36,000	$43,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	25,700	35,500	36,000	43,800
Age	8	33	44	44	48
Years with Present Bank	8	3	18	19	23
Years in Position	8	2	8	8	12
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	$269.0	$389.5	$407.0	$474.0
EDP OFFICER-SR.					
Base Salary	21	$29,325	$35,185	$34,250	$40,000
Bonus	8	1,687	3,269	3,042	3,100
Total Compensation	21	30,814	36,430	34,307	41,000
Age	21	38	43	42	45
Years with Present Bank	21	9	13	14	16
Years in Position	21	4	7	7	10
No. of Employees Supervised	21	14	43	41	60
Asset Size (Millions)	21	$267.5	$351.0	$336.0	$430.0
FINANCIAL OFFICER-SR.					
Base Salary	32	$31,400	$39,390	$38,958	$46,500
Bonus	12	1,875	3,900	3,000	4,500
Total Compensation	32	33,980	40,853	39,750	47,500
Age	32	33	42	38	49
Years with Present Bank	32	5	12	10	13
Years in Position	32	2	6	6	8
No. of Employees Supervised	32	6	11	10	13
Asset Size (Millions)	32	$277.0	$358.8	$353.0	$414.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	30	$16,010	$20,135	$18,598	$23,450
Bonus	11	781	2,196	1,000	1,797
Total Compensation	30	16,010	20,940	19,896	24,600
Age	30	33	40	39	46
Years with Present Bank	30	4	9	10	13
Years in Position	30	1	4	3	6
No. of Employees Supervised	29	4	8	6	9
Asset Size (Millions)	30	$273.0	$356.9	$353.0	$411.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	37	$29,850	$33,280	$32,614	$36,500
Bonus	16	1,275	3,295	2,250	3,352
Total Compensation	37	29,850	34,705	35,835	40,000
Age	37	42	48	49	55
Years with Present Bank	37	11	18	15	25
Years in Position	37	3	8	8	11
No. of Employees Supervised	36	7	20	16	27
Asset Size (Millions)	37	$268.5	$351.6	$336.0	$411.5
INSTALMENT LOAN OFFICER					
Base Salary	37	$17,000	$21,013	$19,884	$22,600
Bonus	14	600	2,023	929	1,735
Total Compensation	37	17,655	21,778	20,884	22,600
Age	37	34	42	41	47
Years with Present Bank	37	5	11	11	16
Years in Position	37	2	5	4	7
No. of Employees Supervised	36	0	3	1	4
Asset Size (Millions)	37	$273.0	$358.1	$351.0	$429.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	31	$23,000	$27,718	$27,000	$31,750
Bonus	11	916	1,939	1,750	2,771
Total Compensation	31	24,000	28,406	27,000	33,250
Age	31	33	42	42	50
Years with Present Bank	31	4	13	12	19
Years in Position	31	2	6	4	8
No. of Employees Supervised	31	3	5	4	6
Asset Size (Millions)	31	$266.0	$344.0	$336.0	$407.0
LOAN REVIEW OFFICER					
Base Salary	11	$25,500	$30,613	$30,100	$33,922
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,500	31,850	30,100	37,172
Age	11	36	47	50	53
Years with Present Bank	11	3	11	9	17
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	0	3	0	5
Asset Size (Millions)	11	$328.5	$402.1	$414.0	$456.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	21	$27,062	$31,070	$29,506	$32,600
Bonus	6	158	1,483	1,253	1,680
Total Compensation	21	27,062	31,494	30,760	33,850
Age	21	33	41	39	44
Years with Present Bank	21	2	7	7	10
Years in Position	21	2	4	2	7
No. of Employees Supervised	21	1	3	3	4
Asset Size (Millions)	21	$278.0	$356.7	$336.0	$404.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	34	$27,150	$32,372	$31,500	$35,722
Bonus	14	1,425	4,131	3,190	5,200
Total Compensation	34	27,210	34,073	31,500	37,748
Age	34	38	45	48	51
Years with Present Bank	34	10	17	14	25
Years in Position	34	2	7	5	10
No. of Employees Supervised	33	3	6	4	8
Asset Size (Millions)	34	$267.5	$348.9	$329.0	$411.5
MORTGAGE LOAN OFFICER					
Base Salary	28	$21,216	$24,985	$24,800	$28,000
Bonus	11	500	2,755	1,061	3,113
Total Compensation	28	21,216	26,068	25,951	29,592
Age	28	34	45	46	51
Years with Present Bank	28	8	16	14	24
Years in Position	28	3	7	7	9
No. of Employees Supervised	28	0	2	1	3
Asset Size (Millions)	28	$267.0	$347.8	$329.0	$409.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	13	$16,250	$19,505	$18,900	$19,448
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,250	19,949	19,050	19,948
Age	13	32	39	37	40
Years with Present Bank	13	7	11	9	13
Years in Position	13	1	4	4	5
No. of Employees Supervised	13	0	2	1	2
Asset Size (Millions)	13	$265.5	$340.8	$322.0	$389.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$14,870	$18,695	$18,000	$20,400
Bonus	6	254	2,700	688	1,283
Total Compensation	19	15,183	19,548	18,636	21,950
Age	19	35	47	43	59
Years with Present Bank	19	9	14	13	16
Years in Position	19	2	4	4	6
No. of Employees Supervised	18	2	8	6	13
Asset Size (Millions)	19	$266.5	$331.9	$314.0	$378.5

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$11,212	$12,447	$12,748	$13,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	11,363	12,618	12,748	13,078
Age	14	23	24	25	26
Years with Present Bank	14	1	2	2	2
Years in Position	14	1	1	1	2
No. of Employees Supervised	13	0	1	0	0
Asset Size (Millions)	14	$265.0	$369.3	$375.5	$446.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	35	$34,402	$43,093	$41,000	$50,150
Bonus	14	2,035	4,887	3,851	5,750
Total Compensation	35	35,500	45,048	43,000	51,000
Age	35	39	46	46	52
Years with Present Bank	35	6	15	17	22
Years in Position	35	1	5	4	7
No. of Employees Supervised	34	35	83	67	114
Asset Size (Millions)	35	$267.5	$354.1	$322.0	$445.0

PERSONNEL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	37	$25,000	$30,439	$29,000	$34,202
Bonus	16	1,500	2,862	2,000	3,096
Total Compensation	37	25,600	31,676	30,000	35,850
Age	37	35	45	48	52
Years with Present Bank	37	3	12	9	19
Years in Position	37	1	6	3	8
No. of Employees Supervised	36	2	26	4	7
Asset Size (Millions)	37	$268.5	$354.1	$336.0	$429.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	24	$19,000	$24,667	$25,150	$30,500
Bonus	12	800	2,654	1,360	2,000
Total Compensation	24	19,270	25,994	27,195	31,536
Age	24	45	51	54	58
Years with Present Bank	24	7	17	15	24
Years in Position	24	2	6	5	8
No. of Employees Supervised	23	0	11	7	17
Asset Size (Millions)	24	$267.0	$361.3	$365.5	$447.0
TRAINING DIRECTOR					
Base Salary	17	$16,342	$19,251	$18,008	$19,375
Bonus	6	622	2,923	1,053	1,486
Total Compensation	17	16,492	20,283	18,500	21,137
Age	17	30	36	35	40
Years with Present Bank	17	3	7	4	13
Years in Position	17	1	2	2	3
No. of Employees Supervised	17	0	1	1	2
Asset Size (Millions)	17	$278.0	$381.8	$400.0	$456.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	36	$37,700	$43,629	$44,155	$47,860
Bonus	15	1,732	4,347	4,050	4,500
Total Compensation	36	38,500	45,440	45,725	49,100
Age	36	39	46	46	51
Years with Present Bank	36	7	13	12	18
Years in Position	36	3	6	5	10
No. of Employees Supervised	35	10	19	16	27
Asset Size (Millions)	36	$269.0	$354.0	$343.5	$414.0
TRUST OPERATIONS MANAGER					
Base Salary	31	$20,220	$25,186	$25,000	$29,460
Bonus	10	650	1,331	1,001	1,850
Total Compensation	31	20,806	25,616	25,600	29,835
Age	31	35	45	45	54
Years with Present Bank	31	3	12	11	16
Years in Position	31	2	6	5	8
No. of Employees Supervised	30	4	8	9	11
Asset Size (Millions)	31	$272.5	$359.1	$355.0	$429.0

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 856 banks submitting data for the East-North Central region, 11 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	11	$97,500	$122,424	$127,200	$136,130
Bonus	5	8,325	16,650	16,600	16,800
Total Compensation	11	98,350	129,992	127,200	150,255
Age	11	54	59	58	63
Years with Present Bank	11	12	25	29	34
Years in Position	11	3	8	9	12
No. of Employees Supervised	11	439	560	600	687
Asset Size (Millions)	11	$530.5	$595.5	$547.0	$584.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	11	$40,958	$49,601	$44,000	$52,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,958	52,974	47,000	62,300
Age	11	43	49	49	51
Years with Present Bank	11	8	17	17	23
Years in Position	11	3	5	5	7
No. of Employees Supervised	11	2	42	9	12
Asset Size (Millions)	11	$530.5	$595.5	$547.0	$584.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	9	$34,650	$39,556	$39,208	$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	37,050	40,253	39,208	43,250
Age	9	41	46	44	47
Years with Present Bank	9	16	21	20	25
Years in Position	9	2	5	5	8
No. of Employees Supervised	9	191	253	250	264
Asset Size (Millions)	9	$535.0	$611.0	$554.0	$584.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	10	$22,100	$24,821	$24,550	$26,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,400	25,126	25,025	26,628
Age	10	38	44	45	47
Years with Present Bank	10	14	20	18	22
Years in Position	10	2	5	5	6
No. of Employees Supervised	10	11	14	13	16
Asset Size (Millions)	10	$532.5	$602.1	$550.5	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	10	$18,350	$19,783	$19,650	$20,126
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,550	19,985	19,650	20,126
Age	10	33	38	35	38
Years with Present Bank	10	10	13	12	14
Years in Position	10	3	4	4	5
No. of Employees Supervised	10	7	8	8	9
Asset Size (Millions)	10	$532.5	$602.1	$550.5	$584.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	$34,400	$40,064	$40,292	$40,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,195	40,329	40,292	40,750
Age	6	37	54	59	64
Years with Present Bank	6	7	17	15	17
Years in Position	6	3	8	9	11
No. of Employees Supervised	6	2	4	3	4
Asset Size (Millions)	6	$540.0	$599.8	$561.5	$584.5
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	$19,500	$25,763	$24,650	$26,368
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,975	25,921	24,650	26,368
Age	6	36	48	44	55
Years with Present Bank	6	5	16	11	18
Years in Position	6	2	5	6	7
No. of Employees Supervised	6	0	1	0	0
Asset Size (Millions)	6	$534.5	$598.0	$561.5	$584.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	10	$16,352	$23,834	$21,750	$27,050
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,352	24,802	23,040	27,050
Age	10	30	43	45	52
Years with Present Bank	10	4	13	12	16
Years in Position	10	1	5	3	5
No. of Employees Supervised	10	4	10	6	10
Asset Size (Millions)	10	$532.5	$602.8	$550.5	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	$36,800	$45,267	$44,517	$49,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	39,300	46,660	44,517	54,000
Age	8	40	46	46	48
Years with Present Bank	8	16	21	22	23
Years in Position	8	2	5	6	6
No. of Employees Supervised	8	11	23	16	25
Asset Size (Millions)	8	$532.0	$615.8	$550.5	$600.0
COMMERCIAL LOAN OFFICER					
Base Salary	11	$27,175	$31,820	$30,000	$36,371
Bonus		INSUFFICIENT DATA			
Total Compensation	11	27,175	32,562	30,527	37,201
Age	11	33	42	36	52
Years with Present Bank	11	6	15	12	22
Years in Position	11	3	7	5	11
No. of Employees Supervised	11	0	3	0	3
Asset Size (Millions)	11	$530.5	$595.5	$547.0	$584.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	$16,975	$20,981	$19,375	$22,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,975	21,330	19,375	23,200
Age	9	29	34	33	36
Years with Present Bank	9	4	8	7	10
Years in Position	9	2	2	2	3
No. of Employees Supervised	9	0	0	0	0
Asset Size (Millions)	9	$530.5	$572.7	$537.0	$550.5
EDP OFFICER-SR.					
Base Salary	9	$36,250	$38,932	$37,000	$39,354
Bonus		INSUFFICIENT DATA			
Total Compensation	9	36,250	40,533	37,000	40,212
Age	9	39	43	43	45
Years with Present Bank	9	8	12	10	13
Years in Position	9	2	5	6	7
No. of Employees Supervised	9	22	63	45	53
Asset Size (Millions)	9	$530.5	$607.8	$554.0	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$32,950	$41,063	$37,650	$44,750
Bonus		INSUFFICIENT DATA			
Total Compensation	10	33,450	43,215	37,650	49,500
Age	10	34	44	46	51
Years with Present Bank	10	3	14	11	24
Years in Position	10	2	6	4	8
No. of Employees Supervised	10	10	13	12	15
Asset Size (Millions)	10	$530.5	$601.7	$550.5	$584.5

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$15,000	$20,449	$21,900	$23,169
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,088	20,690	21,900	23,169
Age	9	34	40	39	41
Years with Present Bank	9	4	9	8	11
Years in Position	9	1	3	2	2
No. of Employees Supervised	9	7	13	11	16
Asset Size (Millions)	9	$532.5	$606.6	$547.0	$577.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$33,400	$38,274	$40,000	$41,100
Bonus		INSUFFICIENT DATA			
Total Compensation	9	34,113	39,444	40,700	44,300
Age	9	39	48	47	56
Years with Present Bank	9	6	17	18	19
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	31	53	55	58
Asset Size (Millions)	9	$534.5	$610.6	$554.0	$584.5

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$17,850	$21,147	$20,136	$22,329
Bonus		INSUFFICIENT DATA			
Total Compensation	10	17,850	21,346	20,786	22,329
Age	10	34	41	37	45
Years with Present Bank	10	8	11	11	14
Years in Position	10	2	5	5	5
No. of Employees Supervised	10	0	5	2	4
Asset Size (Millions)	10	$530.5	$601.3	$550.5	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	11	$28,150	$31,476	$32,000	$34,421
Bonus		INSUFFICIENT DATA			
Total Compensation	11	28,150	32,006	32,000	34,421
Age	11	34	44	44	50
Years with Present Bank	11	5	14	15	23
Years in Position	11	5	7	7	8
No. of Employees Supervised	11	7	8	7	10
Asset Size (Millions)	11	$530.5	$595.5	$547.0	$584.5
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	5	$23,350	$34,060	$31,100	$35,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,888	35,475	31,100	35,050
Age	5	30	43	43	45
Years with Present Bank	5	5	10	8	8
Years in Position	5	4	9	7	8
No. of Employees Supervised	5	2	6	3	6
Asset Size (Millions)	5	$539.5	$560.4	$554.0	$561.5
LOAN REVIEW OFFICER					
Base Salary	5	$25,594	$30,537	$27,300	$28,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,594	30,537	27,300	28,700
Age	5	44	49	50	52
Years with Present Bank	5	10	19	16	21
Years in Position	5	3	4	4	5
No. of Employees Supervised	5	1	4	3	5
Asset Size (Millions)	5	$542.0	$656.0	$569.0	$682.5
MARKETING DIRECTOR					
Base Salary	7	$30,000	$35,107	$33,200	$39,525
Bonus		INSUFFICIENT DATA			
Total Compensation	7	30,000	35,824	34,720	39,525
Age	7	34	45	45	52
Years with Present Bank	7	1	15	15	19
Years in Position	7	1	5	3	8
No. of Employees Supervised	7	3	6	6	7
Asset Size (Millions)	7	$534.5	$628.1	$554.0	$698.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	$29,656	$38,518	$40,000	$43,833
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,656	38,998	40,933	45,050
Age	10	43	49	47	56
Years with Present Bank	10	11	22	23	26
Years in Position	10	6	10	9	11
No. of Employees Supervised	10	5	9	8	12
Asset Size (Millions)	10	$532.5	$602.8	$550.5	$584.5
MORTGAGE LOAN OFFICER					
Base Salary	8	$21,000	$26,533	$24,434	$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,500	26,877	25,334	32,000
Age	8	31	44	40	57
Years with Present Bank	8	9	18	13	26
Years in Position	8	4	8	5	6
No. of Employees Supervised	8	0	2	1	3
Asset Size (Millions)	8	$532.0	$614.9	$550.5	$600.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	$15,500	$17,232	$15,969	$17,021
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,600	17,345	15,969	17,021
Age	8	31	39	37	44
Years with Present Bank	8	6	13	14	16
Years in Position	8	2	3	3	4
No. of Employees Supervised	8	0	2	1	2
Asset Size (Millions)	8	$532.0	$579.5	$542.0	$569.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	7	$11,400	$12,393	$12,150	$13,050
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,500	12,450	12,201	13,050
Age	7	23	23	23	24
Years with Present Bank	7	1	1	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	$529.5	$589.3	$554.0	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	10	$34,650	$42,126	$42,300	$49,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	35,350	43,735	46,093	49,750
Age	10	37	47	51	53
Years with Present Bank	10	11	17	13	24
Years in Position	10	2	13	7	12
No. of Employees Supervised	10	96	195	159	261
Asset Size (Millions)	10	$530.5	$600.3	$545.5	$584.5
PERSONNEL OFFICER-SR.					
Base Salary	11	$29,200	$33,496	$31,667	$35,950
Bonus		INSUFFICIENT DATA			
Total Compensation	11	29,850	34,069	31,667	35,950
Age	11	35	42	42	49
Years with Present Bank	11	4	11	9	16
Years in Position	11	2	5	5	8
No. of Employees Supervised	11	6	11	9	14
Asset Size (Millions)	11	$530.5	$595.5	$547.0	$584.5
SECURITY OFFICER-SR.					
Base Salary	8	$23,300	$26,300	$27,750	$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	23,300	26,594	28,250	28,600
Age	8	47	51	49	58
Years with Present Bank	8	1	21	23	29
Years in Position	8	1	5	2	9
No. of Employees Supervised	8	0	10	3	16
Asset Size (Millions)	8	$529.0	$581.5	$542.0	$554.0
TRAINING DIRECTOR					
Base Salary	7	$13,821	$20,420	$22,200	$24,700
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,821	20,663	22,200	25,550
Age	7	27	36	29	42
Years with Present Bank	7	2	10	5	16
Years in Position	7	1	4	2	7
No. of Employees Supervised	7	0	3	3	3
Asset Size (Millions)	7	$525.5	$588.6	$537.0	$584.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	10	$44,650	$55,425	$55,000	$63,625
Bonus		INSUFFICIENT DATA			
Total Compensation	10	47,250	57,585	57,575	67,350
Age	10	45	52	54	59
Years with Present Bank	10	12	17	18	21
Years in Position	10	3	7	5	8
No. of Employees Supervised	10	33	49	46	51
Asset Size (Millions)	10	$530.5	$601.7	$550.5	$584.5
TRUST OPERATIONS MANAGER					
Base Salary	10	$23,604	$28,801	$28,400	$30,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	23,604	29,677	29,033	31,600
Age	10	36	42	42	46
Years with Present Bank	10	3	9	9	13
Years in Position	10	3	6	5	10
No. of Employees Supervised	10	13	21	19	23
Asset Size (Millions)	10	$530.5	$601.7	$550.5	$584.5

GEOGRAPHIC REGION IV: EAST-NORTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 856 banks submitting data for the East-North Central region, nine banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	9	$148,500	$176,111	$160,000	$176,500
Bonus		INSUFFICIENT DATA			
Total Compensation	9	158,000	183,458	180,000	190,000
Age	8	51	58	59	61
Years with Present Bank	9	9	17	12	20
Years in Position	9	2	5	4	7
No. of Employees Supervised	9	1,101	1,512	1,350	1,875
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0
ADVERTISING OFFICER					
Base Salary	8	$22,200	$28,748	$29,125	$33,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	22,200	28,748	29,125	33,500
Age	8	33	38	38	43
Years with Present Bank	8	2	7	7	9
Years in Position	8	2	4	3	6
No. of Employees Supervised	8	0	2	3	4
Asset Size (Millions)	8	$1,378.0	$2,303.8	$1,797.5	$2,378.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	8	$48,554	$62,932	$55,500	$82,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	48,554	63,684	58,510	82,000
Age	8	35	40	38	44
Years with Present Bank	8	5	12	10	13
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	9	26	14	22
Asset Size (Millions)	8	$1,416.0	$2,379.8	$1,978.5	$2,378.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	9	$40,500	$55,662	$47,446	$63,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	40,500	56,511	47,446	65,900
Age	9	39	44	44	47
Years with Present Bank	9	9	17	17	17
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	252	436	479	593
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	5	$27,125	$33,970	$32,100	$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,125	34,255	33,524	35,512
Age	5	36	43	42	43
Years with Present Bank	5	4	15	12	16
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	32	36	33	36
Asset Size (Millions)	5	$1,397.0	$2,185.6	$1,624.0	$1,805.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	9	$24,725	$29,099	$28,900	$31,321
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,725	29,099	28,900	31,321
Age	9	34	42	41	44
Years with Present Bank	9	9	16	12	21
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	9	15	15	17
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	7	$17,250	$20,324	$18,669	$21,648
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,250	20,324	18,669	21,648
Age	7	29	37	33	44
Years with Present Bank	7	5	10	8	15
Years in Position	7	2	2	2	3
No. of Employees Supervised	7	6	8	8	9
Asset Size (Millions)	7	$1,203.5	$1,988.7	$1,624.0	$2,182.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	$26,550	$41,968	$33,740	$36,370
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,550	41,968	33,740	36,370
Age	5	34	42	41	42
Years with Present Bank	5	4	11	5	9
Years in Position	5	2	3	3	3
No. of Employees Supervised	5	2	4	4	5
Asset Size (Millions)	5	$1,222.5	$2,030.0	$1,624.0	$1,797.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$25,500	$36,644	$34,400	$40,976
Bonus		INSUFFICIENT DATA			
Total Compensation	9	25,500	36,832	34,400	41,821
Age	9	38	43	43	47
Years with Present Bank	9	4	13	8	17
Years in Position	9	1	5	4	5
No. of Employees Supervised	9	14	25	19	31
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$55,100	$72,395	$65,000	$74,375
Bonus		INSUFFICIENT DATA			
Total Compensation	9	55,100	74,435	70,000	76,875
Age	9	39	45	46	48
Years with Present Bank	9	6	15	13	20
Years in Position	9	2	4	2	4
No. of Employees Supervised	9	16	58	41	83
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$33,746	$37,511	$36,800	$39,295
Bonus		INSUFFICIENT DATA			
Total Compensation	9	33,746	37,511	36,800	39,295
Age	9	34	39	40	42
Years with Present Bank	9	3	10	10	12
Years in Position	9	3	4	5	6
No. of Employees Supervised	9	0	2	1	3
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$21,200	$24,624	$26,400	$26,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	21,200	24,624	26,400	26,900
Age	9	28	31	30	32
Years with Present Bank	9	4	7	5	7
Years in Position	9	2	3	2	3
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	6	$29,050	$39,559	$38,500	$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,050	39,893	39,500	40,000
Age	6	36	51	53	57
Years with Present Bank	6	9	17	15	22
Years in Position	6	3	8	7	9
No. of Employees Supervised	6	1	5	4	6
Asset Size (Millions)	6	$1,520.0	$2,670.5	$2,174.5	$3,244.0
EDP OFFICER-SR.					
Base Salary	7	$34,049	$49,157	$47,700	$53,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	34,049	49,157	47,700	53,850
Age	7	39	43	40	47
Years with Present Bank	7	1	6	4	9
Years in Position	7	1	4	4	7
No. of Employees Supervised	7	19	139	76	95
Asset Size (Millions)	7	$1,203.5	$1,989.7	$1,624.0	$1,978.5
FINANCIAL OFFICER-SR.					
Base Salary	8	$47,500	$60,340	$53,761	$70,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	47,500	61,208	53,761	76,946
Age	8	39	47	47	50
Years with Present Bank	8	5	15	13	15
Years in Position	8	2	7	7	7
No. of Employees Supervised	8	13	35	32	42
Asset Size (Millions)	8	$1,378.0	$1,986.5	$1,797.5	$1,986.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	$20,150	$23,958	$23,638	$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,150	23,958	23,638	26,500
Age	8	30	37	34	38
Years with Present Bank	8	2	7	5	8
Years in Position	8	1	3	2	4
No. of Employees Supervised	8	0	27	26	32
Asset Size (Millions)	8	$1,378.0	$1,986.5	$1,797.5	$1,986.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	5	$24,697	$32,358	$30,384	$35,199
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,697	32,358	30,384	35,199
Age	5	35	41	35	36
Years with Present Bank	5	4	15	11	12
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	17	42	31	44
Asset Size (Millions)	5	$1,222.5	$1,683.6	$1,624.0	$1,797.5
INSTALMENT LOAN OFFICER					
Base Salary	6	$19,566	$22,847	$23,050	$23,575
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,566	22,847	23,050	23,575
Age	6	36	45	44	50
Years with Present Bank	6	7	20	22	26
Years in Position	6	3	5	4	6
No. of Employees Supervised	6	0	5	1	1
Asset Size (Millions)	6	$1,203.5	$1,921.3	$1,520.0	$1,797.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	8	$33,000	$40,065	$40,409	$43,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	33,000	40,377	40,409	45,700
Age	8	38	46	45	55
Years with Present Bank	8	7	14	11	13
Years in Position	8	3	8	6	11
No. of Employees Supervised	8	14	20	20	24
Asset Size (Millions)	8	$1,378.0	$1,986.5	$1,797.5	$1,986.0
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	7	$45,500	$63,329	$50,000	$64,150
Bonus		INSUFFICIENT DATA			
Total Compensation	7	45,500	63,829	53,500	64,150
Age	7	40	47	49	50
Years with Present Bank	7	5	12	12	16
Years in Position	7	3	6	6	9
No. of Employees Supervised	7	14	40	34	40
Asset Size (Millions)	7	$1,520.0	$2,572.7	$1,986.0	$3,244.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$28,250	$38,671	$34,857	$44,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	28,250	38,671	34,857	44,550
Age	7	34	44	50	52
Years with Present Bank	7	10	18	17	26
Years in Position	7	3	5	6	6
No. of Employees Supervised	7	1	23	10	14
Asset Size (Millions)	7	$1,203.5	$1,986.6	$1,624.0	$2,174.5

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$36,500	$50,494	$45,350	$56,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	36,500	51,369	47,100	59,500
Age	8	40	46	45	46
Years with Present Bank	8	2	11	13	15
Years in Position	8	1	5	4	6
No. of Employees Supervised	8	6	12	10	12
Asset Size (Millions)	8	$1,378.0	$2,254.8	$1,797.5	$1,986.0

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$42,605	$57,673	$57,500	$67,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	42,605	58,173	57,500	68,750
Age	7	44	52	51	57
Years with Present Bank	7	3	17	17	25
Years in Position	7	1	6	6	9
No. of Employees Supervised	7	13	39	37	56
Asset Size (Millions)	7	$1,222.5	$2,380.0	$1,971.0	$3,048.0

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$29,256	$33,006	$30,500	$34,840
Bonus		INSUFFICIENT DATA			
Total Compensation	8	29,256	33,206	30,500	34,840
Age	8	42	44	45	46
Years with Present Bank	8	7	14	11	17
Years in Position	8	2	4	4	5
No. of Employees Supervised	8	2	8	8	14
Asset Size (Millions)	8	$1,378.0	$2,254.8	$1,797.5	$1,986.0

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$18,700	$23,211	$25,000	$25,751
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,700	23,211	25,000	25,751
Age	7	29	35	30	39
Years with Present Bank	7	5	11	7	15
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	0	1	0	1
Asset Size (Millions)	7	$1,222.5	$2,380.0	$1,971.0	$3,048.0

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$14,694	$20,437	$18,533	$21,843
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,694	20,437	18,533	21,843
Age	6	30	38	36	39
Years with Present Bank	6	4	12	9	12
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	0	4	1	5
Asset Size (Millions)	6	$1,222.5	$2,157.0	$1,797.5	$2,174.5

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$13,400	$15,360	$14,000	$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,400	15,360	14,000	14,500
Age		INSUFFICIENT DATA			
Years with Present Bank		INSUFFICIENT DATA			
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$1,520.0	$2,304.2	$1,971.0	$1,978.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$38,231	$57,861	$60,000	$66,625
Bonus		INSUFFICIENT DATA			
Total Compensation	7	38,231	60,238	69,000	70,446
Age	7	40	43	43	46
Years with Present Bank	7	2	9	7	13
Years in Position	7	2	5	3	7
No. of Employees Supervised	7	111	317	328	408
Asset Size (Millions)	7	$1,203.5	$1,683.1	$1,624.0	$1,978.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	9	$37,459	$55,758	$54,000	$58,200
Bonus		INSUFFICIENT DATA			
Total Compensation	9	38,059	55,891	54,000	58,200
Age	9	41	47	47	51
Years with Present Bank	9	10	14	15	18
Years in Position	9	4	8	7	8
No. of Employees Supervised	9	14	53	21	31
Asset Size (Millions)	9	$1,397.0	$2,268.4	$1,971.0	$2,182.0
SECURITY OFFICER-SR.					
Base Salary	8	$22,004	$29,620	$28,036	$31,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	22,004	29,620	28,036	31,400
Age	8	39	53	54	60
Years with Present Bank	8	2	9	8	13
Years in Position	8	1	4	2	5
No. of Employees Supervised	8	10	21	20	31
Asset Size (Millions)	8	$1,416.0	$2,379.8	$1,978.5	$2,378.0
TRAINING DIRECTOR					
Base Salary	6	$19,300	$25,327	$26,000	$29,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,300	25,327	26,000	29,400
Age	6	31	35	34	36
Years with Present Bank	6	4	7	7	9
Years in Position	6	2	4	3	4
No. of Employees Supervised	6	1	5	3	5
Asset Size (Millions)	6	$1,520.0	$2,247.5	$1,978.5	$2,182.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	7	$51,018	$68,576	$71,500	$78,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	55,029	71,965	73,000	80,000
Age	7	43	48	45	51
Years with Present Bank	7	5	13	12	18
Years in Position	7	2	5	4	6
No. of Employees Supervised	7	33	85	77	102
Asset Size (Millions)	7	$1,203.5	$1,683.1	$1,624.0	$1,978.5

GEOGRAPHIC REGION: 4
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST OPERATIONS MANAGER					
Base Salary	7	$27,780	$35,323	$33,000	$40,900
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,780	35,323	33,000	40,900
Age	7	42	47	44	49
Years with Present Bank	7	8	14	13	20
Years in Position	7	2	5	3	8
No. of Employees Supervised	7	5	28	30	38
Asset Size (Millions)	7	$1,203.5	$1,683.1	$1,624.0	$1,978.5

Cash Compensation Data

Region V: East-South Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

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GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 225 banks submitting data for the East-South Central region, 10 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$24,500	$30,300	$29,000	$35,000
Bonus	5	1,510	5,204	5,000	6,500
Total Compensation	10	25,010	32,902	33,000	38,500
Age	10	36	49	48	58
Years with Present Bank	9	2	15	4	23
Years in Position	9	2	6	4	5
No. of Employees Supervised	10	10	12	12	13
Asset Size (Millions)	10	$4.5	$6.8	$7.5	$8.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$17,700	$22,800	$23,600	$24,000
Bonus	5	950	2,980	2,000	2,750
Total Compensation	7	18,650	24,929	26,000	28,050
Age	7	30	38	37	42
Years with Present Bank	7	1	7	4	11
Years in Position	7	1	3	4	4
No. of Employees Supervised	7	6	11	11	12
Asset Size (Millions)	7	$3.5	$6.7	$7.0	$8.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$10,900	$13,260	$12,500	$13,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,200	13,560	12,500	13,250
Age	5	29	35	36	38
Years with Present Bank	5	1	5	2	6
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	4	7	7	9
Asset Size (Millions)	5	$4.5	$6.2	$7.0	$7.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 225 banks submitting data for the East-South Central region, 43 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Instalment Loan Collector
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	42	$30,500	$35,257	$35,202	$37,725
Bonus	25	2,500	4,068	3,400	5,518
Total Compensation	42	31,850	37,678	36,980	40,875
Age	40	41	50	52	57
Years with Present Bank	42	5	14	8	21
Years in Position	42	3	9	6	12
No. of Employees Supervised	41	13	17	16	20
Asset Size (Millions)	42	$12.0	$14.6	$14.0	$17.0
SECOND RANKING OFFICER					
Base Salary	37	$21,800	$25,894	$25,200	$29,388
Bonus	23	1,750	3,127	2,880	3,555
Total Compensation	37	24,000	27,837	27,500	31,860
Age	35	33	42	38	48
Years with Present Bank	37	4	10	7	10
Years in Position	37	3	5	4	6
No. of Employees Supervised	34	6	12	12	16
Asset Size (Millions)	37	$13.0	$14.9	$14.0	$17.0
BRANCH MANAGER					
Base Salary	8	$10,500	$16,847	$17,175	$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	17,185	17,525	20,300
Age	8	29	36	38	38
Years with Present Bank	8	3	4	4	6
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	2	4	4	5
Asset Size (Millions)	8	$10.0	$14.1	$14.5	$17.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	8	$18,000	$23,500	$23,000	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,000	24,400	24,675	27,600
Age	8	30	39	36	41
Years with Present Bank	8	2	4	3	5
Years in Position	8	2	3	2	2
No. of Employees Supervised	8	2	3	3	3
Asset Size (Millions)	8	$13.0	$15.4	$16.0	$17.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CONTROLLER					
Base Salary	9	$12,740	$17,219	$16,000	$19,491
Bonus	5	275	590	350	575
Total Compensation	9	13,765	17,547	16,350	19,491
Age	7	31	37	37	43
Years with Present Bank	8	3	6	4	5
Years in Position	9	3	3	3	4
No. of Employees Supervised	9	4	11	8	10
Asset Size (Millions)	9	$10.5	$13.3	$13.0	$14.5
GENERAL LOAN OFFICER					
Base Salary	12	$12,600	$16,211	$16,150	$18,528
Bonus		INSUFFICIENT DATA			
Total Compensation	12	13,000	16,770	16,267	20,000
Age	12	31	39	38	39
Years with Present Bank	12	4	11	8	10
Years in Position	12	3	6	4	6
No. of Employees Supervised	11	1	3	2	4
Asset Size (Millions)	12	$13.0	$15.1	$15.5	$17.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	9	$15,750	$17,277	$17,500	$18,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,350	17,666	17,500	18,750
Age	8	31	37	39	41
Years with Present Bank	9	2	6	4	7
Years in Position	9	2	4	3	3
No. of Employees Supervised	8	3	4	4	4
Asset Size (Millions)	9	$12.0	$15.0	$14.0	$17.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	6	$6,980	$11,936	$12,577	$14,577
Bonus		INSUFFICIENT DATA			
Total Compensation	6	7,280	12,586	13,427	15,077
Age	5	28	32	32	34
Years with Present Bank	6	2	5	6	7
Years in Position	6	1	3	2	5
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	6	$11.0	$13.7	$14.0	$14.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $10 TO $19 MILLION

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$13,741	$17,311	$17,400	$18,915
Bonus	12	800	2,232	1,918	2,600
Total Compensation	17	15,050	18,887	18,783	20,638
Age	17	33	41	37	50
Years with Present Bank	17	4	15	9	18
Years in Position	17	2	6	3	7
No. of Employees Supervised	15	4	9	8	13
Asset Size (Millions)	17	$14.0	$15.2	$16.0	$17.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$10,312	$11,429	$11,000	$12,526
Bonus	5	175	728	990	995
Total Compensation	13	10,387	11,709	11,692	12,857
Age	11	30	41	42	45
Years with Present Bank	11	3	14	5	19
Years in Position	12	1	5	4	5
No. of Employees Supervised	13	2	6	5	9
Asset Size (Millions)	13	$12.0	$13.6	$13.0	$15.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 225 banks submitting data for the East-South Central region, 46 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 225 banks submitting data for the East-South Central region, 46 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 5
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	17	$19,250	$22,166	$21,500	$24,000
Bonus	7	918	2,154	1,440	2,750
Total Compensation	17	19,250	23,053	23,800	25,395
Age	16	29	39	37	46
Years with Present Bank	17	4	10	5	10
Years in Position	17	1	3	2	5
No. of Employees Supervised	13	3	7	4	9
Asset Size (Millions)	17	$22.0	$24.2	$23.0	$26.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	12	$14,380	$16,467	$15,350	$18,000
Bonus	7	636	1,319	1,000	1,455
Total Compensation	12	15,000	17,236	16,995	18,000
Age	11	27	33	33	36
Years with Present Bank	12	2	8	5	7
Years in Position	12	1	2	2	3
No. of Employees Supervised	11	0	1	1	3
Asset Size (Millions)	12	$20.0	$24.8	$25.5	$28.0
CONTROLLER					
Base Salary	17	$16,614	$18,697	$17,600	$19,980
Bonus	6	718	1,952	1,456	2,681
Total Compensation	17	17,000	19,386	18,000	20,630
Age	16	30	41	40	46
Years with Present Bank	17	5	13	9	14
Years in Position	17	2	6	3	8
No. of Employees Supervised	14	2	13	11	20
Asset Size (Millions)	17	$22.0	$24.8	$25.0	$28.0
GENERAL LOAN OFFICER					
Base Salary	15	$14,250	$17,451	$16,500	$19,000
Bonus	6	368	1,081	813	1,513
Total Compensation	15	15,225	17,883	16,500	19,037
Age	14	32	36	35	39
Years with Present Bank	15	5	9	8	13
Years in Position	15	1	4	5	5
No. of Employees Supervised	14	1	4	2	3
Asset Size (Millions)	15	$21.0	$24.3	$25.0	$26.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	10	$9,300	$11,838	$11,500	$13,469
Bonus	5	900	1,437	1,235	1,443
Total Compensation	10	9,300	12,556	12,375	13,950
Age	10	23	30	27	31
Years with Present Bank	10	2	3	2	2
Years in Position	10	2	2	2	2
No. of Employees Supervised	9	0	0	0	0
Asset Size (Millions)	10	$20.5	$23.4	$23.0	$24.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	20	$13,200	$16,111	$16,500	$17,700
Bonus	8	651	1,764	1,662	2,475
Total Compensation	20	13,500	16,816	16,500	19,040
Age	20	32	38	36	43
Years with Present Bank	20	4	7	6	9
Years in Position	20	1	3	3	4
No. of Employees Supervised	17	1	2	2	2
Asset Size (Millions)	20	$22.0	$24.5	$24.0	$27.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	12	$11,016	$13,295	$13,100	$14,500
Bonus	7	477	1,334	1,350	1,800
Total Compensation	12	12,274	14,073	14,325	14,950
Age	11	25	30	27	36
Years with Present Bank	12	2	5	3	5
Years in Position	12	1	2	1	2
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	12	$22.0	$25.6	$26.5	$28.0
INTERNAL AUDITING OFFICER					
Base Salary	8	$10,500	$13,004	$11,950	$12,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	13,558	12,650	13,592
Age	8	29	42	42	51
Years with Present Bank	8	3	14	17	18
Years in Position	8	1	4	4	5
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	8	$21.0	$24.6	$25.0	$27.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE					
Base Salary	5	$9,750	$11,460	$10,800	$11,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	9,956	11,742	10,800	11,900
Age		INSUFFICIENT DATA			
Years with Present Bank	5	1	2	2	2
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	0	1	0	1
Asset Size (Millions)	5	$20.5	$21.6	$21.0	$22.0
OPERATIONS OFFICER-SR.					
Base Salary	31	$14,540	$18,614	$20,000	$22,500
Bonus	15	604	1,508	1,000	1,700
Total Compensation	31	15,170	19,343	20,700	23,000
Age	30	31	38	38	45
Years with Present Bank	31	3	11	9	17
Years in Position	29	2	4	3	6
No. of Employees Supervised	27	5	11	10	16
Asset Size (Millions)	31	$21.5	$24.2	$23.0	$27.0
OPERATIONS OFFICER-JR.					
Base Salary	18	$10,000	$12,834	$12,000	$14,400
Bonus	7	600	1,385	1,373	1,913
Total Compensation	18	10,613	13,373	12,718	15,400
Age	18	30	39	34	42
Years with Present Bank	18	7	12	9	12
Years in Position	18	2	3	3	4
No. of Employees Supervised	15	0	6	4	8
Asset Size (Millions)	18	$22.0	$25.3	$25.5	$28.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 225 banks submitting data for the East-South Central region, 28 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer
Officer Trainee

GEOGRAPHIC REGION: 5
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	28	$33,000	$44,039	$40,675	$46,000
Bonus	22	2,405	6,261	4,922	8,285
Total Compensation	28	39,000	48,959	46,155	49,500
Age	28	48	54	57	60
Years with Present Bank	27	9	22	18	31
Years in Position	25	3	10	9	15
No. of Employees Supervised	27	28	32	32	37
Asset Size (Millions)	28	$30.0	$33.3	$33.0	$35.0
SECOND RANKING OFFICER					
Base Salary	27	$25,430	$31,430	$30,600	$34,100
Bonus	19	1,655	4,463	3,500	4,875
Total Compensation	27	26,000	34,571	33,950	40,150
Age	27	42	48	46	53
Years with Present Bank	27	7	16	13	24
Years in Position	23	2	5	3	8
No. of Employees Supervised	24	19	25	29	31
Asset Size (Millions)	27	$30.0	$33.3	$33.0	$35.5
AGRICULTURAL LOAN OFFICER					
Base Salary	8	$15,000	$19,822	$18,582	$20,000
Bonus	6	750	1,481	1,543	1,677
Total Compensation	8	16,250	20,932	20,598	21,767
Age	8	28	42	37	48
Years with Present Bank	8	1	3	3	4
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	0	10	0	1
Asset Size (Millions)	8	$32.0	$34.8	$34.5	$37.0
BRANCH MANAGER					
Base Salary	22	$14,450	$17,618	$15,890	$18,700
Bonus	14	1,220	2,342	1,650	2,675
Total Compensation	22	15,123	19,109	17,551	21,076
Age	22	31	39	38	45
Years with Present Bank	22	2	8	6	14
Years in Position	19	1	3	3	5
No. of Employees Supervised	20	4	6	5	6
Asset Size (Millions)	22	$30.0	$33.2	$33.0	$35.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$12,766	$16,208	$15,246	$15,873
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,207	16,384	15,246	15,873
Age	5	28	36	31	33
Years with Present Bank	5	3	9	3	8
Years in Position	5	1	6	2	3
No. of Employees Supervised	5	1	2	2	2
Asset Size (Millions)	5	$31.5	$33.8	$32.0	$33.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	13	$20,115	$24,354	$23,000	$26,150
Bonus	8	1,500	2,421	2,388	3,200
Total Compensation	13	20,490	25,844	24,500	28,888
Age	13	33	42	40	45
Years with Present Bank	13	5	11	9	13
Years in Position	11	2	5	5	6
No. of Employees Supervised	11	3	9	7	8
Asset Size (Millions)	13	$30.0	$33.4	$34.0	$35.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	$12,144	$15,874	$15,130	$17,786
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,264	17,561	15,130	17,786
Age	8	28	38	41	45
Years with Present Bank	8	5	11	9	11
Years in Position	6	1	5	4	6
No. of Employees Supervised	6	0	3	2	3
Asset Size (Millions)	8	$30.0	$33.8	$33.5	$35.0
CONTROLLER					
Base Salary	9	$15,500	$20,325	$18,360	$20,800
Bonus	6	793	1,673	1,500	1,525
Total Compensation	9	16,250	21,440	18,360	22,325
Age	9	30	35	32	38
Years with Present Bank	9	3	9	9	13
Years in Position	9	1	4	3	4
No. of Employees Supervised	7	3	18	10	29
Asset Size (Millions)	9	$30.5	$33.0	$32.0	$33.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	11	$15,345	$19,107	$16,680	$21,775
Bonus	7	750	2,482	2,500	3,443
Total Compensation	11	15,695	20,686	18,287	25,500
Age	10	32	40	34	44
Years with Present Bank	10	2	11	5	9
Years in Position	8	1	3	3	4
No. of Employees Supervised	8	0	3	2	4
Asset Size (Millions)	11	$30.0	$33.5	$32.0	$36.0
INSTALMENT LOAN COLLECTOR					
Base Salary	8	$8,640	$12,178	$11,491	$12,780
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,982	12,810	11,850	13,845
Age	8	29	40	34	35
Years with Present Bank	7	1	4	3	6
Years in Position	6	1	3	1	2
No. of Employees Supervised	6	0	3	1	2
Asset Size (Millions)	8	$33.0	$35.0	$34.5	$37.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	9	$16,500	$21,647	$22,000	$24,532
Bonus	7	1,025	1,989	2,200	2,462
Total Compensation	9	17,125	23,194	24,424	27,100
Age	9	38	44	40	49
Years with Present Bank	9	7	15	12	20
Years in Position	8	3	9	5	9
No. of Employees Supervised	9	3	5	3	5
Asset Size (Millions)	9	$30.0	$33.6	$34.0	$35.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	10	$11,650	$14,931	$15,121	$15,423
Bonus	7	580	1,527	1,425	1,849
Total Compensation	10	12,470	16,000	15,603	17,670
Age	10	28	35	30	37
Years with Present Bank	10	5	9	8	13
Years in Position	10	2	5	5	7
No. of Employees Supervised	9	0	2	0	2
Asset Size (Millions)	10	$31.5	$34.1	$34.5	$35.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	14	$10,750	$12,897	$12,200	$15,540
Bonus	10	489	2,650	1,396	2,854
Total Compensation	14	11,380	14,790	13,746	17,393
Age	14	28	41	43	50
Years with Present Bank	14	3	14	12	15
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	0	3	0	1
Asset Size (Millions)	14	$30.5	$33.6	$33.5	$35.5
OPERATIONS OFFICER-SR.					
Base Salary	14	$16,000	$21,236	$18,500	$24,250
Bonus	10	1,143	2,293	1,881	2,990
Total Compensation	14	17,323	22,874	20,275	26,033
Age	14	35	45	41	52
Years with Present Bank	14	10	20	20	29
Years in Position	12	4	9	7	8
No. of Employees Supervised	13	9	17	16	20
Asset Size (Millions)	14	$30.0	$33.1	$32.5	$35.5
OPERATIONS OFFICER-JR.					
Base Salary	10	$11,460	$13,984	$12,965	$14,750
Bonus	6	475	2,237	1,144	2,479
Total Compensation	10	12,075	15,326	14,193	16,191
Age	10	34	40	39	44
Years with Present Bank	10	8	14	15	17
Years in Position	8	2	3	3	4
No. of Employees Supervised	10	6	9	8	10
Asset Size (Millions)	10	$30.5	$34.1	$34.0	$36.0
PERSONNEL OFFICER					
Base Salary	5	$12,874	$19,439	$17,786	$21,103
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,401	21,293	17,786	21,103
Age	5	36	40	38	40
Years with Present Bank	5	8	13	15	16
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$32.0	$34.4	$34.0	$34.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 225 banks submitting data for the East-South Central region, 20 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Officer Trainee

GEOGRAPHIC REGION: 5
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	20	$42,800	$46,886	$46,700	$49,500
Bonus	14	1,833	6,520	4,370	8,175
Total Compensation	20	46,800	51,450	50,170	54,000
Age	20	47	53	53	58
Years with Present Bank	20	7	19	16	29
Years in Position	20	3	9	9	12
No. of Employees Supervised	20	33	46	48	60
Asset Size (Millions)	20	$43.0	$45.6	$46.0	$48.0
SECOND RANKING OFFICER					
Base Salary	17	$24,200	$32.638	$33,360	$35,450
Bonus	12	700	4,461	3,348	6,000
Total Compensation	17	26,695	35,787	37,400	40,200
Age	17	38	44	44	49
Years with Present Bank	17	6	13	10	15
Years in Position	17	3	5	5	8
No. of Employees Supervised	17	21	41	43	60
Asset Size (Millions)	17	$42.5	$45.6	$46.0	$47.5
BRANCH MANAGER					
Base Salary	17	$13,900	$17,830	$16,700	$20,166
Bonus	11	698	1,364	1,055	1,550
Total Compensation	17	14,088	18,712	17,215	20,916
Age	16	35	40	38	43
Years with Present Bank	16	6	12	8	17
Years in Position	17	2	5	4	6
No. of Employees Supervised	17	4	8	5	6
Asset Size (Millions)	17	$42.5	$45.8	$46.0	$48.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	$15,600	$21,700	$21,500	$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,410	22,412	21,825	25,500
Age	6	37	45	48	49
Years with Present Bank	6	6	13	8	15
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	1	3	5	5
Asset Size (Millions)	6	$43.0	$46.7	$47.5	$49.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	12	$25,000	$28,267	$28,550	$30,000
Bonus	7	525	1,982	1,575	2,775
Total Compensation	12	25,200	29,423	29,525	32,450
Age	12	34	45	47	54
Years with Present Bank	12	3	7	5	10
Years in Position	12	2	5	4	5
No. of Employees Supervised	12	4	11	8	10
Asset Size (Millions)	12	$45.0	$46.7	$46.5	$49.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	$15,000	$18,687	$18,302	$19,500
Bonus	6	453	1,363	1,100	1,825
Total Compensation	8	16,500	19,710	18,765	22,425
Age	7	31	43	44	47
Years with Present Bank	7	2	8	7	7
Years in Position	7	1	4	3	6
No. of Employees Supervised	7	0	3	2	5
Asset Size (Millions)	8	$41.0	$44.4	$45.0	$46.0
CONTROLLER					
Base Salary	11	$15,775	$21,023	$20,400	$25,000
Bonus	8	500	1,578	1,450	2,400
Total Compensation	11	16,442	22,170	21,500	25,250
Age	11	32	37	38	42
Years with Present Bank	11	3	10	8	15
Years in Position	11	2	4	4	5
No. of Employees Supervised	11	1	11	5	10
Asset Size (Millions)	11	$42.0	$46.3	$47.0	$49.0
GENERAL LOAN OFFICER					
Base Salary	9	$18,750	$21,371	$19,800	$22,750
Bonus	8	700	1,819	1,800	2,610
Total Compensation	9	19,963	22,988	21,450	24,579
Age	9	35	42	43	46
Years with Present Bank	9	2	12	7	15
Years in Position	9	1	5	2	6
No. of Employees Supervised	9	0	10	3	7
Asset Size (Millions)	9	$41.5	$44.3	$43.0	$46.5

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GEOGRAPHIC REGION: 5
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	12	$10,800	$13,989	$14,400	$15,000
Bonus	9	521	842	800	1,023
Total Compensation	12	11,730	14,621	15,488	15,800
Age	12	27	35	32	43
Years with Present Bank	12	1	3	3	5
Years in Position	12	0	3	2	3
No. of Employees Supervised	12	0	6	1	3
Asset Size (Millions)	12	$42.0	$45.7	$46.5	$48.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	13	$18,000	$19,819	$20,000	$21,566
Bonus	7	700	1,770	1,500	2,397
Total Compensation	13	18,500	20,773	21,500	22,782
Age	12	31	40	41	46
Years with Present Bank	12	4	8	8	8
Years in Position	13	2	4	4	5
No. of Employees Supervised	13	0	4	3	5
Asset Size (Millions)	13	$44.0	$45.9	$46.0	$47.5
INSTALMENT LOAN OFFICER-JR.					
Base Salary	9	$12,300	$15,797	$15,000	$16,750
Bonus	6	577	1,499	1,350	1,856
Total Compensation	9	12,825	16,796	15,801	17,575
Age	8	28	37	37	39
Years with Present Bank	9	5	8	6	8
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	0	2	0	2
Asset Size (Millions)	9	$44.5	$46.6	$47.0	$48.5
INTERNAL AUDITING OFFICER					
Base Salary	13	$12,900	$15,722	$15,200	$17,250
Bonus	8	500	882	888	1,035
Total Compensation	13	13,788	16,264	16,337	17,727
Age	13	30	43	49	50
Years with Present Bank	13	5	14	8	16
Years in Position	13	2	4	4	5
No. of Employees Supervised	13	0	6	0	1
Asset Size (Millions)	13	$44.0	$46.2	$46.0	$48.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	6	$14,670	$21,529	$19,730	$24,688
Bonus		INSUFFICIENT DATA			
Total Compensation	6	15,701	22,531	19,730	24,938
Age	6	31	41	39	42
Years with Present Bank	6	1	8	6	10
Years in Position	6	1	4	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	$43.5	$46.7	$47.0	$48.5
OPERATIONS OFFICER-SR.					
Base Salary	13	$16,130	$21,354	$21,500	$25,300
Bonus	7	484	1,801	2,150	2,720
Total Compensation	13	17,584	22,324	21,500	25,300
Age	13	31	38	37	44
Years with Present Bank	13	2	9	5	12
Years in Position	13	1	4	2	4
No. of Employees Supervised	13	13	27	22	28
Asset Size (Millions)	13	$42.5	$45.5	$46.0	$47.5
OPERATIONS OFFICER-JR.					
Base Salary	9	$12,654	$15,474	$15,000	$16,980
Bonus	6	550	1,144	1,191	1,366
Total Compensation	9	13,520	16,237	16,150	16,980
Age	9	38	43	43	45
Years with Present Bank	9	9	13	11	14
Years in Position	9	2	3	3	5
No. of Employees Supervised	9	6	19	11	17
Asset Size (Millions)	9	$42.5	$46.1	$47.0	$48.5
PERSONNEL OFFICER					
Base Salary	8	$12,650	$16,676	$15,450	$21,000
Bonus	7	335	1,151	1,500	1,720
Total Compensation	8	13,070	17,684	16,580	22,750
Age	8	31	42	44	48
Years with Present Bank	8	6	20	20	28
Years in Position	8	1	3	4	4
No. of Employees Supervised	8	3	22	13	29
Asset Size (Millions)	8	$41.0	$46.1	$47.5	$49.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 225 banks submitting data for the East-South Central region, 33 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Mortgage Loan Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	32	$48,000	$57,803	$54,575	$69,000
Bonus	13	3,091	12,745	8,122	9,793
Total Compensation	32	48,000	62,981	58,250	70,000
Age	32	43	52	55	59
Years with Present Bank	32	8	17	12	24
Years in Position	31	3	8	6	10
No. of Employees Supervised	30	59	78	79	99
Asset Size (Millions)	32	$57.0	$74.8	$77.5	$89.0
ADVERTISING OFFICER					
Base Salary	9	$16,500	$22,328	$21,000	$26,125
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,840	22,644	21,965	26,125
Age	9	39	43	42	46
Years with Present Bank	9	5	9	7	11
Years in Position	8	1	7	6	7
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$57.0	$72.7	$74.0	$82.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	12	$26,400	$33,871	$34,288	$38,114
Bonus	6	1,075	2,641	2,300	3,250
Total Compensation	12	27,074	35,191	36,088	40,000
Age	12	39	48	48	52
Years with Present Bank	12	9	18	19	25
Years in Position	12	2	6	6	10
No. of Employees Supervised	12	0	11	3	5
Asset Size (Millions)	12	$57.0	$76.0	$79.0	$91.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	13	$27,600	$33,482	$33,280	$38,000
Bonus	7	1,586	3,095	3,075	4,100
Total Compensation	13	29,311	35,148	36,000	38,250
Age	13	34	42	41	45
Years with Present Bank	12	5	13	12	17
Years in Position	12	1	7	3	5
No. of Employees Supervised	13	13	32	23	42
Asset Size (Millions)	13	$61.0	$79.1	$84.0	$90.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$17,600	$25,283	$24,581	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,700	26,279	25,530	27,000
Age	8	33	42	42	46
Years with Present Bank	8	8	12	11	14
Years in Position	8	3	8	6	10
No. of Employees Supervised	8	10	12	12	14
Asset Size (Millions)	8	$74.0	$83.6	$86.5	$89.0

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	30	$14,600	$18,863	$17,280	$22,382
Bonus	9	790	1,309	1,300	1,475
Total Compensation	30	15,735	19,255	17,846	23,243
Age	30	33	43	42	52
Years with Present Bank	30	6	14	13	19
Years in Position	29	2	5	3	7
No. of Employees Supervised	29	4	6	6	7
Asset Size (Millions)	30	$57.0	$75.1	$78.0	$89.5

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$20,418	$26,506	$25,300	$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,188	27,811	27,446	29,850
Age	6	30	40	39	46
Years with Present Bank	6	2	13	7	16
Years in Position	6	1	8	5	10
No. of Employees Supervised	6	0	9	6	9
Asset Size (Millions)	6	$54.0	$67.7	$61.0	$72.5

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$11,218	$19,614	$20,000	$23,550
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,455	20,026	20,252	24,403
Age	10	33	40	38	43
Years with Present Bank	9	2	9	8	10
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	1	5	3	6
Asset Size (Millions)	10	$58.5	$78.9	$86.5	$90.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	13	$25,300	$30,149	$31,000	$35,700
Bonus	5	1,644	2,570	2,500	3,000
Total Compensation	13	25,300	31,138	31,000	36,532
Age	13	36	43	42	48
Years with Present Bank	13	4	11	8	14
Years in Position	13	2	5	5	5
No. of Employees Supervised	12	4	11	9	15
Asset Size (Millions)	13	$59.5	$74.3	$68.0	$89.5
COMMERCIAL LOAN OFFICER					
Base Salary	25	$20,150	$25,925	$24,500	$28,000
Bonus	7	1,126	1,664	1,697	1,900
Total Compensation	25	20,150	26,391	25,000	28,000
Age	25	37	45	44	52
Years with Present Bank	25	9	15	12	19
Years in Position	24	3	6	5	7
No. of Employees Supervised	24	0	8	1	5
Asset Size (Millions)	25	$59.0	$75.4	$80.0	$89.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	14	$13,200	$18,529	$17,250	$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,750	18,777	17,250	20,250
Age	14	27	35	33	38
Years with Present Bank	14	2	9	8	11
Years in Position	14	1	3	2	6
No. of Employees Supervised	14	0	2	0	2
Asset Size (Millions)	14	$64.5	$78.4	$81.5	$86.5
EDP OFFICER-SR.					
Base Salary	14	$18,600	$22,303	$21,898	$25,500
Bonus	6	1,200	1,897	1,500	1,913
Total Compensation	14	19,750	23,116	23,679	25,500
Age	13	31	36	33	38
Years with Present Bank	14	5	10	8	14
Years in Position	14	1	4	3	5
No. of Employees Supervised	14	4	6	5	8
Asset Size (Millions)	14	$67.5	$83.2	$86.5	$95.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
FINANCIAL OFFICER-SR.					
Base Salary	15	$18,500	$26,271	$27,800	$29,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,500	26,586	27,800	29,868
Age	15	31	42	43	48
Years with Present Bank	15	3	9	8	15
Years in Position	15	1	3	2	6
No. of Employees Supervised	15	4	19	5	21
Asset Size (Millions)	15	$54.5	$75.9	$82.0	$89.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	13	$11,700	$15,957	$13,780	$15,679
Bonus	6	690	1,249	1,070	1,120
Total Compensation	13	11,920	16,533	14,820	15,679
Age	13	30	35	32	39
Years with Present Bank	13	2	5	4	6
Years in Position	13	1	2	2	3
No. of Employees Supervised	13	0	3	2	3
Asset Size (Millions)	13	$59.0	$77.5	$84.0	$90.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	20	$18,700	$21,449	$21,750	$23,094
Bonus	5	811	1,743	1,620	1,859
Total Compensation	20	18,700	21,885	21,750	25,000
Age	19	34	40	40	46
Years with Present Bank	20	5	9	8	12
Years in Position	20	2	4	4	5
No. of Employees Supervised	19	3	6	5	7
Asset Size (Millions)	20	$57.0	$73.9	$68.0	$90.0
INSTALMENT LOAN OFFICER					
Base Salary	20	$15,000	$18,950	$17,200	$20,000
Bonus	5	1,047	1,506	1,372	1,669
Total Compensation	20	15,960	19,327	17,200	20,250
Age	20	31	38	35	43
Years with Present Bank	20	4	9	7	13
Years in Position	19	2	3	2	5
No. of Employees Supervised	19	0	3	1	5
Asset Size (Millions)	20	$58.0	$76.4	$82.5	$89.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	25	$15,360	$18,426	$17,400	$20,750
Bonus	9	638	1,165	1,200	1,442
Total Compensation	25	15,638	18,845	17,540	21,400
Age	25	31	39	40	45
Years with Present Bank	25	4	11	7	16
Years in Position	25	1	4	4	6
No. of Employees Supervised	25	0	2	1	2
Asset Size (Millions)	25	$57.5	$75.8	$80.0	$89.5
MARKETING DIRECTOR					
Base Salary	9	$18,500	$23,708	$24,500	$27,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,250	24,223	24,500	27,787
Age	9	38	43	39	41
Years with Present Bank	9	6	14	18	19
Years in Position	9	3	4	4	5
No. of Employees Supervised	9	0	7	2	3
Asset Size (Millions)	9	$54.5	$74.2	$81.0	$86.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	$14,500	$19,357	$19,000	$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,550	19,761	19,000	23,250
Age	7	29	38	36	40
Years with Present Bank	7	1	10	7	11
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	0	2	2	3
Asset Size (Millions)	7	$59.0	$75.7	$74.0	$87.5
MORTGAGE LOAN OFFICER					
Base Salary	8	$18,000	$22,638	$20,750	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,000	23,081	21,150	25,000
Age	8	29	43	33	61
Years with Present Bank	8	3	12	7	10
Years in Position	8	2	4	4	4
No. of Employees Supervised	8	0	12	3	7
Asset Size (Millions)	8	$57.0	$70.0	$63.0	$80.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	12	$12,500	$14,897	$13,750	$15,420
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,980	15,278	14,400	16,200
Age	12	33	46	43	57
Years with Present Bank	12	7	16	14	23
Years in Position	12	1	3	2	6
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	12	$57.0	$70.2	$63.5	$80.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	$10,000	$12,010	$12,750	$13,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,000	12,010	12,750	13,000
Age	8	23	26	25	26
Years with Present Bank	8	1	2	1	2
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	$57.0	$78.3	$89.0	$90.0
OPERATIONS OFFICER-SR.					
Base Salary	21	$23,798	$27,803	$28,000	$29,750
Bonus	8	800	1,815	1,730	1,941
Total Compensation	21	25,448	28,494	28,260	30,000
Age	21	38	45	44	52
Years with Present Bank	21	7	17	11	27
Years in Position	21	3	6	6	7
No. of Employees Supervised	20	11	36	33	52
Asset Size (Millions)	21	$57.0	$74.4	$74.0	$89.0
PERSONNEL OFFICER-SR.					
Base Salary	20	$15,800	$18,535	$17,700	$18,500
Bonus	6	540	1,610	933	1,775
Total Compensation	20	15,800	19,018	18,150	19,200
Age	20	30	39	38	45
Years with Present Bank	20	6	12	11	13
Years in Position	19	1	3	3	5
No. of Employees Supervised	19	1	20	2	25
Asset Size (Millions)	20	$57.0	$76.0	$81.0	$89.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	11	$12,150	$17,106	$16,000	$18,633
Bonus		INSUFFICIENT DATA			
Total Compensation	11	12,750	17,502	16,000	19,583
Age	11	34	48	43	61
Years with Present Bank	11	7	18	17	23
Years in Position	10	3	6	5	6
No. of Employees Supervised	10	0	2	0	1
Asset Size (Millions)	11	$58.0	$72.2	$74.0	$84.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	12	$21,600	$28,472	$26,750	$28,900
Bonus	6	451	1,454	1,420	2,012
Total Compensation	12	23,439	29,199	27,403	30,000
Age	12	33	43	43	51
Years with Present Bank	12	1	11	9	14
Years in Position	12	1	6	6	8
No. of Employees Supervised	12	1	3	2	3
Asset Size (Millions)	12	$58.0	$78.8	$85.0	$91.0
TRUST OPERATIONS MANAGER					
Base Salary	11	$12,630	$17,322	$15,400	$18,650
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,239	17,912	15,400	19,990
Age	11	30	42	41	51
Years with Present Bank	11	4	14	13	23
Years in Position	11	2	3	3	3
No. of Employees Supervised	11	0	1	1	2
Asset Size (Millions)	11	$55.0	$73.0	$74.0	$89.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 225 banks submitting data for the East-South Central region, 29 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	28	$60,000	$71,600	$66,500	$84,000
Bonus	13	4,530	8,830	7,000	9,973
Total Compensation	28	61,000	75,700	73,217	88,000
Age	27	46	53	54	59
Years with Present Bank	27	9	16	15	22
Years in Position	28	3	8	8	10
No. of Employees Supervised	27	113	157	145	205
Asset Size (Millions)	28	$112.0	$144.3	$125.5	$181.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	9	$26,375	$33,157	$31,500	$32,500
Bonus	5	1,184	2,301	2,240	2,770
Total Compensation	9	27,459	34,435	32,000	34,520
Age	9	31	42	46	49
Years with Present Bank	9	7	12	12	14
Years in Position	9	1	4	4	5
No. of Employees Supervised	8	0	14	2	4
Asset Size (Millions)	9	$127.0	$163.8	$159.0	$185.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	21	$26,600	$33,138	$30,000	$38,000
Bonus	7	1,180	7,166	7,500	9,250
Total Compensation	21	26,600	35,527	31,800	38,250
Age	20	38	44	44	46
Years with Present Bank	21	6	14	13	20
Years in Position	21	2	3	2	4
No. of Employees Supervised	20	52	76	70	91
Asset Size (Millions)	21	$115.0	$144.7	$129.0	$176.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	21	$18,788	$21,478	$20,500	$23,250
Bonus	8	942	2,272	2,134	2,400
Total Compensation	21	18,788	22,343	21,400	24,400
Age	21	35	40	39	46
Years with Present Bank	21	8	13	10	16
Years in Position	21	1	4	3	6
No. of Employees Supervised	21	10	12	10	13
Asset Size (Millions)	21	$115.0	$151.4	$130.0	$183.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	28	$15,500	$18,729	$18,021	$20,250
Bonus	10	1,028	1,788	1,613	1,925
Total Compensation	28	15,700	19,368	18,171	22,052
Age	28	33	43	39	55
Years with Present Bank	28	7	12	11	14
Years in Position	28	1	5	4	6
No. of Employees Supervised	27	5	6	7	8
Asset Size (Millions)	28	$113.0	$145.0	$127.5	$181.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	12	$23,000	$33,900	$32,250	$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,750	34,262	33,450	37,700
Age	12	39	44	41	49
Years with Present Bank	12	2	6	5	8
Years in Position	12	2	4	3	5
No. of Employees Supervised	12	1	8	4	5
Asset Size (Millions)	12	$112.0	$142.6	$125.5	$171.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	$13,080	$20,480	$21,800	$25,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,080	20,841	21,800	26,359
Age	6	32	37	38	39
Years with Present Bank	6	3	8	8	10
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	$104.0	$132.0	$122.0	$142.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	$16,750	$21,029	$20,229	$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,750	21,480	20,229	24,365
Age	12	30	37	35	37
Years with Present Bank	12	3	7	8	9
Years in Position	13	1	2	2	3
No. of Employees Supervised	12	1	3	3	4
Asset Size (Millions)	13	$119.0	$150.5	$130.0	$165.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	22	$31,000	$33,533	$32,500	$35,500
Bonus	10	1,833	3,544	3,499	4,300
Total Compensation	22	31,717	35,145	35,046	39,925
Age	22	36	43	40	48
Years with Present Bank	22	8	16	11	22
Years in Position	22	1	4	3	6
No. of Employees Supervised	22	6	11	9	15
Asset Size (Millions)	22	$114.5	$148.6	$128.0	$181.0
COMMERCIAL LOAN OFFICER					
Base Salary	25	$22,020	$27,079	$27,000	$30,800
Bonus	11	1,566	2,413	2,550	3,125
Total Compensation	25	22,119	28,141	27,000	32,235
Age	23	35	42	41	45
Years with Present Bank	24	4	14	15	22
Years in Position	24	2	5	3	6
No. of Employees Supervised	23	0	3	2	3
Asset Size (Millions)	25	$112.5	$147.0	$129.0	$181.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	18	$15,017	$18,116	$17,880	$20,000
Bonus	9	856	1,255	1,250	1,386
Total Compensation	18	15,017	18,744	18,200	20,350
Age	18	30	35	33	37
Years with Present Bank	18	4	9	8	11
Years in Position	18	1	3	2	3
No. of Employees Supervised	17	0	1	0	1
Asset Size (Millions)	18	$114.0	$154.2	$130.5	$187.0
EDP OFFICER-SR.					
Base Salary	14	$24,100	$30,021	$28,500	$34,460
Bonus		INSUFFICIENT DATA			
Total Compensation	14	24,100	30,846	29,000	37,240
Age	14	33	38	36	41
Years with Present Bank	14	4	8	6	10
Years in Position	14	2	3	3	4
No. of Employees Supervised	14	6	12	12	16
Asset Size (Millions)	14	$114.5	$149.6	$130.0	$176.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$25,500	$30,117	$30,500	$33,300
Bonus	7	260	2,159	2,750	3,113
Total Compensation	20	25,500	30,873	31,774	34,400
Age	20	33	38	36	43
Years with Present Bank	20	2	9	8	11
Years in Position	20	1	4	3	6
No. of Employees Supervised	19	3	18	7	23
Asset Size (Millions)	20	$117.0	$150.7	$130.0	$181.0

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	21	$13,750	$14,995	$15,000	$16,450
Bonus	6	813	1,248	1,335	1,508
Total Compensation	21	13,750	15,351	15,600	16,805
Age	21	32	38	36	40
Years with Present Bank	22	2	5	5	8
Years in Position	22	0	2	1	2
No. of Employees Supervised	21	2	4	2	6
Asset Size (Millions)	22	$114.5	$147.5	$129.5	$181.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$24,000	$26,883	$26,500	$30,100
Bonus	9	1,798	2,486	2,250	2,813
Total Compensation	25	24,646	27,778	27,715	31,150
Age	24	39	43	44	47
Years with Present Bank	24	5	11	10	17
Years in Position	25	1	4	3	5
No. of Employees Supervised	24	5	14	11	13
Asset Size (Millions)	25	$113.5	$141.4	$126.0	$165.0

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	23	$13,100	$17,034	$15,750	$17,880
Bonus	7	573	1,400	1,200	1,428
Total Compensation	23	13,100	17,460	16,000	18,500
Age	23	29	36	34	41
Years with Present Bank	23	4	10	7	12
Years in Position	23	2	5	4	6
No. of Employees Supervised	22	0	3	0	3
Asset Size (Millions)	23	$113.5	$148.8	$129.0	$181.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	26	$17,500	$20,514	$20,600	$23,050
Bonus	10	923	1,777	1,468	2,068
Total Compensation	26	18,100	21,198	22,000	23,196
Age	26	30	39	37	46
Years with Present Bank	26	3	8	7	12
Years in Position	26	1	4	3	5
No. of Employees Supervised	25	1	2	2	3
Asset Size (Millions)	26	$111.5	$142.1	$125.5	$176.0
LOAN REVIEW OFFICER					
Base Salary	10	$13,950	$21,026	$20,750	$24,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,950	21,191	20,750	24,900
Age	10	29	39	39	42
Years with Present Bank	10	3	8	9	11
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	0	2	1	3
Asset Size (Millions)	10	$112.0	$149.7	$144.5	$181.0
MARKETING DIRECTOR					
Base Salary	14	$18,000	$25,359	$26,250	$31,300
Bonus	6	1,050	2,736	2,907	3,407
Total Compensation	14	18,250	26,531	26,250	32,850
Age	14	32	39	38	44
Years with Present Bank	14	4	10	10	13
Years in Position	14	1	4	4	6
No. of Employees Supervised	14	1	4	4	6
Asset Size (Millions)	14	$111.5	$150.8	$121.5	$183.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	13	$22,250	$28,884	$29,200	$30,620
Bonus	6	1,038	3,530	2,873	4,013
Total Compensation	13	23,188	30,513	29,200	32,975
Age	13	39	46	47	49
Years with Present Bank	13	4	7	5	9
Years in Position	13	1	4	4	5
No. of Employees Supervised	13	1	5	2	7
Asset Size (Millions)	13	$108.0	$138.2	$117.0	$155.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	15	$13,850	$18,911	$17,400	$24,635
Bonus	5	1,018	1,508	1,500	1,710
Total Compensation	15	13,850	19,413	17,400	25,385
Age	15	30	37	35	42
Years with Present Bank	15	4	9	9	14
Years in Position	15	1	4	3	5
No. of Employees Supervised	15	1	2	1	3
Asset Size (Millions)	15	$114.0	$140.5	$126.0	$170.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	7	$10,840	$14,119	$12,600	$16,702
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,248	14,476	13,000	16,702
Age	7	31	34	34	36
Years with Present Bank	7	3	8	9	13
Years in Position	7	1	2	2	4
No. of Employees Supervised	7	0	1	0	1
Asset Size (Millions)	7	$113.0	$151.6	$131.0	$185.0
NEW ACCOUNTS OFFICER					
Base Salary	10	$12,640	$15,071	$13,530	$14,600
Bonus		INSUFFICIENT DATA			
Total Compensation	10	12,640	15,472	13,630	15,163
Age	10	39	46	47	51
Years with Present Bank	10	13	20	22	25
Years in Position	10	2	5	4	8
No. of Employees Supervised	10	0	3	1	5
Asset Size (Millions)	10	$110.5	$155.8	$130.5	$193.5
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	11	$10,630	$11,569	$11,100	$12,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	10,730	11,708	11,100	12,320
Age	9	24	25	24	25
Years with Present Bank	11	1	2	2	3
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	$119.5	$166.8	$181.0	$187.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	26	$25,300	$30,680	$30,388	$35,500
Bonus	10	1,505	2,909	2,874	3,751
Total Compensation	26	27,005	31,799	31,888	36,208
Age	26	38	41	41	45
Years with Present Bank	26	9	15	15	23
Years in Position	26	1	6	5	9
No. of Employees Supervised	25	30	52	42	58
Asset Size (Millions)	26	$112.5	$143.5	$125.5	$176.0
PERSONNEL OFFICER-SR.					
Base Salary	25	$15,250	$19,623	$16,800	$23,500
Bonus	10	900	1,449	1,350	2,035
Total Compensation	25	15,250	20,202	17,715	24,750
Age	25	37	44	43	50
Years with Present Bank	25	4	11	9	16
Years in Position	25	2	4	2	4
No. of Employees Supervised	25	1	16	2	4
Asset Size (Millions)	25	$114.0	$148.5	$130.0	$181.0
SECURITY OFFICER-SR.					
Base Salary	9	$14,600	$17,218	$16,000	$17,630
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,300	17,521	16,560	18,017
Age	9	34	39	39	42
Years with Present Bank	9	5	11	10	13
Years in Position	9	1	4	3	5
No. of Employees Supervised	8	0	5	1	7
Asset Size (Millions)	9	$223.0	$162.1	$131.0	$183.0
TRAINING DIRECTOR					
Base Salary	5	$11,250	$13,568	$13,140	$14,170
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,565	13,998	13,140	14,930
Age	5	30	35	35	36
Years with Present Bank	5	3	10	7	8
Years in Position	5	1	2	1	2
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$112.5	$150.0	$129.0	$144.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $100 TO $249 MILLION

TRUST DEPARTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$25,900	$32,517	$31,434	$37,750
Bonus	10	1,679	3,006	2,400	3,780
Total Compensation	25	27,000	33,719	31,900	38,750
Age	24	38	46	46	52
Years with Present Bank	24	4	10	9	10
Years in Position	24	1	6	6	9
No. of Employees Supervised	24	3	6	5	7
Asset Size (Millions)	25	$116.0	$146.2	$129.0	$176.0

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$13,350	$17,853	$16,500	$20,868
Bonus	5	560	1,086	1,200	1,250
Total Compensation	11	14,360	18,346	16,800	21,773
Age	11	31	41	41	46
Years with Present Bank	11	3	9	6	11
Years in Position	11	2	4	3	5
No. of Employees Supervised	11	3	5	4	6
Asset Size (Millions)	11	$122.0	$173.7	$181.0	$207.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 225 banks submitting data for the East-South Central region, five banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Bank Investment Officer-Sr.
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Commercial Loan Officer
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
Financial Officer-Sr.
Instalment Loan Officer
Internal Auditing Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Operations Officer-Sr.
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	5	$75,100	$92,540	$82,500	$88,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	78,250	93,800	82,500	88,750
Age	5	46	55	55	56
Years with Present Bank	5	7	23	22	23
Years in Position	5	2	7	4	7
No. of Employees Supervised	5	148	319	338	378
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$23,750	$28,340	$27,100	$28,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,750	28,740	27,100	29,600
Age	5	35	47	52	54
Years with Present Bank	5	8	17	21	22
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	13	17	17	17
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$18,750	$21,330	$22,000	$22,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,377	21,581	22,000	22,200
Age	5	39	47	46	47
Years with Present Bank	5	12	14	12	14
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	5	7	8	8
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	$15,500	$18,640	$16,000	$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,975	18,830	16,000	19,250
Age	5	30	41	35	45
Years with Present Bank	5	4	12	7	11
Years in Position	5	1	3	3	3
No. of Employees Supervised	5	3	11	6	12
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	5	$26,700	$33,380	$35,000	$36,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,700	34,020	35,000	36,750
Age	5	41	51	56	57
Years with Present Bank	5	8	16	15	16
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	9	18	12	21
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	$26,025	$29,690	$28,400	$31,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,794	29,997	28,400	31,200
Age	5	33	40	40	43
Years with Present Bank	5	6	11	10	11
Years in Position	5	1	3	4	5
No. of Employees Supervised	5	3	4	4	5
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
PERSONNEL OFFICER-SR.					
Base Salary	5	$19,500	$24,650	$24,000	$25,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,270	24,958	24,000	25,750
Age	5	40	50	55	57
Years with Present Bank	5	6	9	9	11
Years in Position	5	3	6	6	6
No. of Employees Supervised	5	4	8	9	11
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$27,125	$34,830	$32,900	$37,450
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,125	35,270	35,100	38,550
Age	5	34	42	46	47
Years with Present Bank	5	8	12	12	12
Years in Position	5	2	5	6	7
No. of Employees Supervised	5	2	12	9	12
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$15,450	$21,880	$20,500	$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,200	22,180	20,500	23,250
Age	5	33	44	40	46
Years with Present Bank	5	8	12	14	14
Years in Position	5	3	5	6	7
No. of Employees Supervised	5	2	9	5	5
Asset Size (Millions)	5	$261.5	$316.4	$294.0	$320.0

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 225 banks submitting data for the East-South Central region, five banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Bank Investment Officer-Sr.
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
EDP Officer-Sr.
Instalment Loan Department Manager
Instalment Loan Officer
Internal Auditing Officer-Sr.
International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	5	$87,500	$101,600	$95,000	$101,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	87,500	108,620	95,000	101,500
Age	5	46	53	52	56
Years with Present Bank	5	10	21	19	24
Years in Position	5	2	6	5	5
No. of Employees Supervised	5	474	693	759	809
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$18,700	$22,060	$23,400	$23,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,700	22,060	23,400	23,700
Age	5	33	39	35	39
Years with Present Bank	5	7	15	12	18
Years in Position	5	1	2	1	1
No. of Employees Supervised	5	10	14	12	16
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$17,100	$20,280	$21,600	$21,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,100	20,280	21,600	21,850
Age	5	32	42	42	46
Years with Present Bank	5	8	19	22	23
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	6	7	6	7
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
COMMERCIAL LOAN OFFICER					
Base Salary	5	$27,175	$31,110	$30,200	$32,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,175	31,110	30,200	32,600
Age	5	36	43	40	46
Years with Present Bank	5	10	15	13	16
Years in Position	5	1	4	4	6
No. of Employees Supervised	5	0	2	1	2
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$18,300	$21,900	$20,500	$21,200
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,300	21,900	20,500	21,200
Age	5	27	33	34	36
Years with Present Bank	5	3	6	7	8
Years in Position	5	1	1	2	2
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	5	$27,600	$34,840	$30,500	$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,600	34,840	30,500	30,750
Age	5	39	44	43	45
Years with Present Bank	5	5	16	16	21
Years in Position	5	2	4	4	5
No. of Employees Supervised	5	1	4	2	4
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
FINANCIAL OFFICER-SR.					
Base Salary	5	$33,300	$46,520	$39,000	$50,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,300	49,760	39,000	52,000
Age	5	35	46	45	50
Years with Present Bank	5	4	19	11	23
Years in Position	5	2	6	5	6
No. of Employees Supervised	5	9	13	14	15
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	$12,310	$16,924	$18,600	$19,550
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,310	16,924	18,600	19,550
Age	5	28	36	37	38
Years with Present Bank	5	4	7	6	8
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	5	10	7	7
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	5	$19,540	$21,226	$20,750	$21,075
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,540	21,226	20,750	21,075
Age	5	32	39	39	42
Years with Present Bank	5	9	15	13	16
Years in Position	5	2	3	3	4
No. of Employees Supervised	5	2	6	4	7
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
MARKETING DIRECTOR					
Base Salary	5	$28,450	$35,450	$34,000	$38,175
Bonus		INSUFFICIENT DATA			
Total Compensation	5	28,450	35,450	34,000	38,175
Age	5	31	42	46	48
Years with Present Bank	5	2	10	9	10
Years in Position	5	2	6	5	6
No. of Employees Supervised	5	4	13	6	13
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	$29,400	$34,480	$32,000	$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,400	34,480	32,000	34,800
Age	5	35	48	52	56
Years with Present Bank	5	5	17	19	23
Years in Position	5	6	20	11	14
No. of Employees Supervised	5	4	5	4	5
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
MORTGAGE LOAN OFFICER					
Base Salary	5	$19,960	$26,384	$30,000	$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,960	26,384	30,000	30,000
Age	5	31	34	34	35
Years with Present Bank	5	1	6	5	7
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	1	2	1	2
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5

GEOGRAPHIC REGION: 5
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	5	$23,610	$35,874	$41,000	$42,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,610	35,874	41,000	42,000
Age	5	36	47	51	53
Years with Present Bank	5	8	17	14	20
Years in Position	5	2	4	4	5
No. of Employees Supervised	5	134	160	171	172
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
PERSONNEL OFFICER-SR.					
Base Salary	5	$26,200	$34,800	$33,000	$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,200	34,800	33,000	38,500
Age	5	37	49	51	54
Years with Present Bank	5	3	7	7	8
Years in Position	5	2	5	3	5
No. of Employees Supervised	5	6	12	13	14
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$37,150	$48,070	$52,500	$54,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	37,150	48,070	52,500	54,250
Age	5	34	45	48	51
Years with Present Bank	5	5	14	14	16
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	23	46	50	51
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5
TRUST OPERATIONS MANAGER					
Base Salary	5	$15,600	$23,860	$28,100	$29,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,600	23,860	28,100	29,050
Age	5	33	40	44	45
Years with Present Bank	5	10	14	13	14
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	7	12	14	15
Asset Size (Millions)	5	$529.0	$615.0	$578.0	$635.5

GEOGRAPHIC REGION V: EAST-SOUTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 225 banks submitting data for the East-South Central region, six banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
EDP Officer-Sr.
Instalment Loan Department Manager
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Operations Officer-Sr.
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$102,500	$160,000	$170,000	$187,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	107,890	169,855	180,000	197,500
Age	6	50	55	53	58
Years with Present Bank	6	6	21	24	26
Years in Position	6	1	4	2	5
No. of Employees Supervised	5	1,166	1,668	1,410	1,455
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
ADVERTISING OFFICER					
Base Salary	6	$21,300	$25,100	$22,250	$24,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,300	25,517	23,500	25,750
Age	6	29	34	35	37
Years with Present Bank	6	3	7	6	9
Years in Position	5	2	3	3	4
No. of Employees Supervised	6	2	6	3	5
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	6	$37,125	$52,375	$49,500	$52,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	39,413	55,083	52,250	57,837
Age	6	35	48	49	56
Years with Present Bank	6	3	17	14	26
Years in Position	6	2	7	4	9
No. of Employees Supervised	6	9	39	21	27
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	6	$35,250	$42,167	$38,500	$44,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	37,888	43,296	39,250	44,750
Age	6	35	41	43	45
Years with Present Bank	6	12	16	14	18
Years in Position	5	1	3	3	4
No. of Employees Supervised	6	106	257	289	329
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$19,650	$23,720	$22,400	$23,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,650	23,720	22,400	23,400
Age	5	29	37	34	40
Years with Present Bank	5	6	15	15	16
Years in Position	5	2	4	2	3
No. of Employees Supervised	5	14	17	17	18
Asset Size (Millions)	5	$1,336.5	$1,696.0	$1,407.0	$1,603.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$15,350	$17,240	$18,300	$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,350	17,240	18,300	18,350
Age	5	31	38	35	36
Years with Present Bank	5	5	11	10	10
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	5	8	9	9
Asset Size (Millions)	5	$1,336.5	$1,696.0	$1,407.0	$1,603.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	$16,750	$23,500	$24,000	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,750	23,760	25,300	27,650
Age	5	30	35	35	37
Years with Present Bank	5	6	8	8	10
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	12	20	22	23
Asset Size (Millions)	5	$1,353.5	$3,621.4	$1,800.0	$2,200.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	5	$46,500	$57,600	$60,000	$63,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	48,000	62,690	67,140	70,224
Age	5	37	43	45	46
Years with Present Bank	5	3	10	5	12
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	4	48	41	51
Asset Size (Millions)	5	$1,353.5	$3,621.4	$1,800.0	$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER					
Base Salary	6	$21,700	$26,717	$26,200	$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,700	26,717	26,200	30,000
Age	6	30	34	33	35
Years with Present Bank	6	7	10	8	12
Years in Position	6	1	4	5	7
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$19,800	$23,120	$21,000	$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,800	23,120	21,000	24,000
Age	5	29	31	31	32
Years with Present Bank	5	4	7	5	7
Years in Position	5	2	5	3	6
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	$1,390.0	$3,636.0	$1,800.0	$2,200.0
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	6	$33,500	$40,750	$39,500	$43,350
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,200	41,745	40,785	44,635
Age	6	38	46	44	51
Years with Present Bank	6	8	18	17	23
Years in Position	6	2	7	5	7
No. of Employees Supervised	6	3	8	8	10
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
FINANCIAL OFFICER-SR.					
Base Salary	5	$39,750	$45,300	$42,000	$46,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	40,500	46,700	47,500	48,750
Age	5	33	41	38	42
Years with Present Bank	5	2	10	8	8
Years in Position	5	0	2	3	4
No. of Employees Supervised	5	12	28	28	32
Asset Size (Millions)	5	$1,390.0	$3,636.0	$1,800.0	$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	$15,420	$19,107	$18,000	$19,650
Bonus		INSUFFICIENT DATA			
Total Compensation	6	15,420	19,473	18,000	19,650
Age	6	29	38	38	44
Years with Present Bank	6	2	6	5	7
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	9	23	23	29
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
INSTALMENT LOAN OFFICER					
Base Salary	5	$17,100	$19,520	$20,400	$20,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,100	19,960	20,400	20,700
Age	5	46	54	57	59
Years with Present Bank	5	5	12	11	13
Years in Position	5	3	5	5	7
No. of Employees Supervised	5	0	4	1	6
Asset Size (Millions)	5	$1,336.5	$3,614.6	$1,800.0	$2,200.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	5	$33,650	$38,160	$40,000	$40,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,650	38,160	40,000	40,500
Age	5	38	49	52	54
Years with Present Bank	5	6	19	20	25
Years in Position	5	3	6	4	7
No. of Employees Supervised	5	7	19	16	18
Asset Size (Millions)	5	$1,336.5	$3,614.6	$1,800.0	$2,200.0
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	6	$30,250	$39,833	$41,500	$47,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	31,850	40,267	41,500	47,000
Age	6	31	41	38	40
Years with Present Bank	6	5	14	8	11
Years in Position	6	1	5	4	5
No. of Employees Supervised	6	1	18	11	24
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	5	$18,100	$23,000	$20,800	$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,100	23,000	20,800	22,400
Age	5	33	39	39	39
Years with Present Bank	5	5	11	6	8
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	2	2	3
Asset Size (Millions)	5	$1,336.5	$1,696.0	$1,407.0	$1,603.5
MARKETING DIRECTOR					
Base Salary	6	$27,350	$38,600	$39,700	$44,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,250	39,567	39,700	45,750
Age	6	33	43	42	48
Years with Present Bank	6	3	13	7	18
Years in Position	6	2	5	5	6
No. of Employees Supervised	6	5	14	8	12
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
PERSONNEL OFFICER-SR.					
Base Salary	6	$26,750	$41,333	$40,750	$46,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,750	41,933	42,550	46,000
Age	6	46	53	54	56
Years with Present Bank	6	2	10	4	8
Years in Position	6	1	5	4	6
No. of Employees Supervised	6	7	21	26	30
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$46,650	$63,160	$67,500	$71,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	48,155	67,167	73,500	74,250
Age	5	43	46	46	47
Years with Present Bank	5	6	12	8	15
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	25	54	56	62
Asset Size (Millions)	5	$1,336.5	$3,614.6	$1,800.0	$2,200.0

GEOGRAPHIC REGION: 5
ASSET SIZE: $1 BILLION AND OVER

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$25,200	$34,917	$33,550	$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,700	35,417	33,550	38,500
Age	6	36	42	41	46
Years with Present Bank	6	1	11	13	15
Years in Position	6	1	5	5	9
No. of Employees Supervised	6	17	24	22	27
Asset Size (Millions)	6	$1,336.5	$3,246.7	$1,603.5	$2,200.0

Cash Compensation Data

Region VI: West-North Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

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GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 629 banks submitting data for the West-North Central region, 86 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	84	$20,000	$26,470	$25,515	$30,000
Bonus	63	2,000	6,686	3,853	10,000
Total Compensation	84	24,000	31,485	29,800	37,450
Age	84	40	49	49	58
Years with Present Bank	83	7	17	15	24
Years in Position	83	3	11	8	15
No. of Employees Supervised	83	4	6	5	7
Asset Size (Millions)	84	$5.0	$6.3	$7.0	$8.0
SECOND RANKING OFFICER					
Base Salary	73	$13,650	$19,013	$18,300	$23,960
Bonus	60	1,200	3,293	2,000	4,000
Total Compensation	73	15,100	21,719	20,000	26,300
Age	72	33	43	44	51
Years with Present Bank	71	4	14	11	19
Years in Position	70	2	7	4	10
No. of Employees Supervised	70	2	4	3	6
Asset Size (Millions)	73	$5.0	$6.3	$7.0	$8.0
AGRICULTURAL LOAN OFFICER					
Base Salary	15	$10,525	$15,371	$14,400	$19,980
Bonus	8	1,000	2,120	1,700	2,000
Total Compensation	15	11,475	16,502	14,500	20,980
Age	14	24	33	29	40
Years with Present Bank	15	1	4	2	5
Years in Position	15	1	2	1	3
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	$6.0	$7.0	$7.0	$8.5
CONTROLLER					
Base Salary	9	$10,850	$14,578	$14,000	$16,200
Bonus	5	1,250	2,520	2,500	2,800
Total Compensation	9	10,850	15,978	17,100	18,500
Age	9	30	38	32	35
Years with Present Bank	9	3	9	11	13
Years in Position	9	2	5	4	5
No. of Employees Supervised	7	0	2	3	4
Asset Size (Millions)	9	$5.5	$6.0	$6.0	$7.0

GEOGRAPHIC REGION: 6
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	11	$11,400	$14,691	$14,000	$18,500
Bonus	10	1,000	2,515	1,600	2,750
Total Compensation	11	11,900	16,977	17,500	21,250
Age	10	26	34	32	35
Years with Present Bank	11	2	5	4	6
Years in Position	11	1	7	2	3
No. of Employees Supervised	10	0	2	1	3
Asset Size (Millions)	11	$7.0	$7.5	$8.0	$8.0
OFFICER TRAINEE					
Base Salary	6	$9,450	$12,050	$11,250	$12,600
Bonus		INSUFFICIENT DATA			
Total Compensation	6	9,900	12,878	11,940	13,903
Age	6	24	30	30	31
Years with Present Bank	6	2	3	2	3
Years in Position	6	1	2	2	2
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	6	$7.0	$7.7	$7.5	$8.0
OPERATIONS OFFICER-SR.					
Base Salary	27	$11,210	$14,045	$13,000	$15,900
Bonus	21	1,000	2,612	1,766	3,000
Total Compensation	27	11,750	16,076	15,000	18,925
Age	26	34	46	48	56
Years with Present Bank	27	6	15	15	23
Years in Position	27	3	8	5	12
No. of Employees Supervised	26	1	3	3	4
Asset Size (Millions)	27	$6.0	$6.6	$7.0	$8.0
OPERATIONS OFFICER-JR.					
Base Salary	13	$8,820	$10,837	$11,040	$12,000
Bonus	9	625	1,567	1,000	1,500
Total Compensation	13	9,645	11,922	12,000	14,000
Age	12	25	37	37	45
Years with Present Bank	12	4	9	8	9
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	0	1	1	2
Asset Size (Millions)	13	$6.0	$6.5	$6.0	$7.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 629 banks submitting data for the West-North Central region, 159 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Instalment Loan Collector
Mortgage Loan Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	154	$29,700	$36,089	$35,000	$40,000
Bonus	117	3,592	8,882	6,200	12,000
Total Compensation	154	35,000	42,836	40,000	48,000
Age	152	44	51	51	58
Years with Present Bank	151	7	18	16	27
Years in Position	153	4	10	7	14
No. of Employees Supervised	151	8	11	10	14
Asset Size (Millions)	154	$11.0	$13.8	$14.0	$16.0
SECOND RANKING OFFICER					
Base Salary	146	$20,450	$25,464	$24,250	$30,000
Bonus	108	2,000	5,415	4,000	6,500
Total Compensation	146	22,810	29,469	29,020	35,000
Age	144	37	44	44	52
Years with Present Bank	143	5	13	12	20
Years in Position	142	2	7	5	9
No. of Employees Supervised	129	4	8	8	11
Asset Size (Millions)	146	$11.0	$13.9	$14.0	$16.0
AGRICULTURAL LOAN OFFICER					
Base Salary	42	$14,250	$18,581	$18,000	$20,750
Bonus	29	1,500	4,234	3,000	5,500
Total Compensation	42	17,892	21,504	19,950	24,000
Age	41	28	36	32	40
Years with Present Bank	42	2	6	5	8
Years in Position	41	2	6	3	5
No. of Employees Supervised	36	0	3	1	4
Asset Size (Millions)	42	$12.0	$14.3	$14.5	$16.0
BRANCH MANAGER					
Base Salary	17	$10,750	$13,971	$14,000	$15,885
Bonus	11	525	2,346	1,100	2,225
Total Compensation	17	11,395	15,489	14,750	17,205
Age	17	34	41	41	46
Years with Present Bank	17	2	5	3	5
Years in Position	17	1	3	2	3
No. of Employees Supervised	16	1	3	2	3
Asset Size (Millions)	17	$13.0	$14.9	$15.0	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	8	$13,000	$18,238	$15,800	$18,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,150	20,716	16,550	18,300
Age	8	30	39	36	45
Years with Present Bank	8	1	9	7	7
Years in Position	8	1	5	3	4
No. of Employees Supervised	7	0	7	7	13
Asset Size (Millions)	8	$10.0	$13.8	$14.0	$16.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	16	$20,400	$23,169	$23,213	$26,500
Bonus	11	1,380	3,348	2,000	2,970
Total Compensation	16	21,500	25,471	25,150	27,000
Age	16	32	41	39	46
Years with Present Bank	16	4	10	5	10
Years in Position	15	2	7	4	4
No. of Employees Supervised	14	0	4	3	6
Asset Size (Millions)	16	$13.0	$15.7	$16.5	$17.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	13	$12,900	$17,745	$18,500	$19,300
Bonus	8	1,200	3,525	2,700	3,500
Total Compensation	13	15,350	19,914	18,500	22,000
Age	13	29	33	32	36
Years with Present Bank	13	2	4	3	6
Years in Position	13	1	2	2	2
No. of Employees Supervised	12	0	2	3	3
Asset Size (Millions)	13	$14.5	$15.8	$16.0	$16.5
CONTROLLER					
Base Salary	18	$14,500	$16,955	$16,650	$20,500
Bonus	10	850	3,234	1,750	4,200
Total Compensation	18	15,000	18,752	16,900	21,550
Age	18	31	40	37	49
Years with Present Bank	17	3	11	8	16
Years in Position	17	2	4	3	6
No. of Employees Supervised	18	3	6	5	9
Asset Size (Millions)	18	$12.0	$14.6	$15.0	$17.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	42	$14,550	$18,846	$18,000	$21,855
Bonus	28	1,000	2,294	1,625	2,850
Total Compensation	42	15,300	20,375	18,900	24,573
Age	42	32	40	36	47
Years with Present Bank	41	4	9	8	13
Years in Position	42	2	4	3	5
No. of Employees Supervised	40	1	4	3	6
Asset Size (Millions)	42	$12.0	$13.9	$14.5	$16.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	19	$15,100	$19,739	$20,100	$23,500
Bonus	11	725	2,268	2,400	2,750
Total Compensation	19	16,600	21,052	20,740	24,646
Age	18	29	36	37	41
Years with Present Bank	19	2	6	5	8
Years in Position	19	2	4	2	6
No. of Employees Supervised	19	0	3	2	4
Asset Size (Millions)	19	$13.0	$14.7	$15.0	$17.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	17	$11,950	$14,150	$13,920	$15,000
Bonus	8	700	2,037	1,250	1,350
Total Compensation	17	12,250	15,108	14,400	15,925
Age	16	26	36	34	45
Years with Present Bank	17	3	7	6	9
Years in Position	17	1	4	2	6
No. of Employees Supervised	14	0	1	1	3
Asset Size (Millions)	17	$15.0	$15.7	$16.0	$17.0
INTERNAL AUDITING OFFICER					
Base Salary	11	$11,950	$13,553	$13,800	$14,000
Bonus	5	550	1,271	1,200	1,250
Total Compensation	11	12,250	14,130	14,000	14,650
Age	11	32	38	39	43
Years with Present Bank	11	5	13	12	19
Years in Position	11	1	2	2	3
No. of Employees Supervised	9	0	4	1	4
Asset Size (Millions)	11	$13.5	$16.1	$17.0	$18.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE					
Base Salary	17	$10,400	$11,989	$12,000	$12,300
Bonus	10	963	1,547	1,655	1,968
Total Compensation	17	11,070	12,899	12,000	13,588
Age	16	23	28	27	31
Years with Present Bank	17	1	3	2	4
Years in Position	17	1	1	1	1
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	17	$11.5	$14.1	$14.0	$16.0
OPERATIONS OFFICER-SR.					
Base Salary	83	$12,800	$16,719	$16,100	$20,000
Bonus	60	1,090	2,655	1,853	3,500
Total Compensation	83	14,450	18,638	17,750	22,000
Age	81	34	43	42	51
Years with Present Bank	81	6	15	13	21
Years in Position	81	2	6	4	9
No. of Employees Supervised	77	4	7	6	8
Asset Size (Millions)	83	$12.0	$13.9	$14.0	$16.0
OPERATIONS OFFICER-JR.					
Base Salary	51	$10,170	$12,438	$12,000	$14,200
Bonus	38	750	1,734	1,175	2,500
Total Compensation	51	11,280	13,729	13,200	15,930
Age	50	31	39	39	48
Years with Present Bank	51	5	11	9	17
Years in Position	49	1	4	3	4
No. of Employees Supervised	48	2	5	4	6
Asset Size (Millions)	51	$11.0	$13.6	$14.0	$15.5
PERSONNEL OFFICER					
Base Salary	5	$13,550	$15,980	$17,000	$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,090	16,556	17,000	17,400
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	12	9	13
Years in Position	5	2	8	3	9
No. of Employees Supervised	5	1	4	3	5
Asset Size (Millions)	5	$12.5	$15.4	$16.0	$16.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 629 banks submitting data for the West-North Central region, 95 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer

GEOGRAPHIC REGION: 6
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	93	$34,490	$40,530	$40,000	$46,100
Bonus	63	3,175	9,015	6,000	12,000
Total Compensation	93	37,750	46,637	45,025	52,250
Age	92	41	50	51	57
Years with Present Bank	91	6	16	13	25
Years in Position	91	3	9	7	14
No. of Employees Supervised	85	13	18	18	24
Asset Size (Millions)	93	$21.0	$24.0	$24.0	$26.0
SECOND RANKING OFFICER					
Base Salary	86	$25,100	$29,597	$28,500	$32,600
Bonus	55	1,916	4,884	3,224	6,450
Total Compensation	86	27,350	32,720	31,100	36,000
Age	83	36	44	43	53
Years with Present Bank	84	5	15	11	23
Years in Position	83	2	7	3	10
No. of Employees Supervised	74	5	13	13	19
Asset Size (Millions)	86	$21.0	$24.0	$24.0	$26.0
AGRICULTURAL LOAN OFFICER					
Base Salary	43	$18,900	$22,519	$23,300	$25,000
Bonus	26	1,000	2,665	2,330	3,425
Total Compensation	43	19,530	24,130	24,000	27,300
Age	42	27	35	34	42
Years with Present Bank	43	3	7	5	9
Years in Position	43	2	4	3	5
No. of Employees Supervised	39	0	3	0	3
Asset Size (Millions)	43	$21.0	$23.7	$23.0	$25.5
BRANCH MANAGER					
Base Salary	14	$13,250	$17,519	$18,713	$20,553
Bonus	5	510	1,243	990	1,347
Total Compensation	14	13,745	17,962	19,325	21,263
Age	14	38	50	54	60
Years with Present Bank	14	10	16	14	20
Years in Position	14	2	8	5	9
No. of Employees Supervised	12	2	3	3	3
Asset Size (Millions)	14	$20.0	$23.4	$24.0	$25.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	24	$24,000	$27,590	$26,860	$30,000
Bonus	15	658	5,534	5,000	7,989
Total Compensation	24	25,000	31,048	29,700	36,500
Age	24	35	41	38	44
Years with Present Bank	24	3	10	7	13
Years in Position	24	2	6	4	6
No. of Employees Supervised	22	1	3	3	4
Asset Size (Millions)	24	$24.0	$25.3	$25.0	$27.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	13	$16,500	$21,103	$20,000	$22,370
Bonus	6	1,165	2,869	1,655	3,243
Total Compensation	13	17,125	22,427	21,400	23,873
Age	13	28	41	44	47
Years with Present Bank	13	2	8	3	8
Years in Position	13	1	4	3	7
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	13	$23.5	$24.5	$25.0	$25.5
CONTROLLER					
Base Salary	23	$14,600	$20,137	$18,600	$24,510
Bonus	12	1,000	2,617	2,415	3,839
Total Compensation	23	14,818	21,502	21,000	25,665
Age	22	31	41	40	46
Years with Present Bank	23	5	12	9	16
Years in Position	23	1	4	2	5
No. of Employees Supervised	20	2	9	8	12
Asset Size (Millions)	23	$21.0	$24.1	$24.0	$26.0
GENERAL LOAN OFFICER					
Base Salary	24	$17,000	$21,442	$22,500	$25,400
Bonus	13	925	3,061	2,034	2,950
Total Compensation	24	17,000	23,100	23,750	26,205
Age	23	34	39	37	46
Years with Present Bank	24	2	7	4	10
Years in Position	24	1	4	2	6
No. of Employees Supervised	21	0	5	4	8
Asset Size (Millions)	24	$21.0	$24.3	$24.5	$27.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $20 TO $29 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$12,000	$17,732	$17,250	$22,800
Bonus	5	380	753	406	453
Total Compensation	11	12,250	18,074	17,609	23,850
Age	10	29	34	34	38
Years with Present Bank	11	1	4	3	6
Years in Position	11	1	2	2	4
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	11	$21.0	$24.0	$24.0	$25.0

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	37	$16,000	$20,109	$19,200	$22,700
Bonus	24	730	2,358	1,650	3,150
Total Compensation	37	17,400	21,639	21,338	24,410
Age	37	30	37	34	44
Years with Present Bank	35	3	7	6	9
Years in Position	37	1	3	2	4
No. of Employees Supervised	35	0	2	1	3
Asset Size (Millions)	37	$22.0	$24.4	$25.0	$26.0

INSTALMENT LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	21	$13,100	$14,498	$13,800	$16,450
Bonus	10	815	1,576	1,000	1,863
Total Compensation	21	13,300	15,248	14,130	16,850
Age	21	28	31	29	35
Years with Present Bank	21	3	5	5	7
Years in Position	21	1	2	1	3
No. of Employees Supervised	18	0	1	0	2
Asset Size (Millions)	21	$22.5	$23.9	$24.0	$25.0

INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$11,003	$13,757	$14,240	$15,000
Bonus	7	500	1,167	600	1,385
Total Compensation	12	11,770	14,438	14,240	16,300
Age	12	27	35	32	38
Years with Present Bank	12	2	6	4	5
Years in Position	12	1	2	2	2
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	12	$24.0	$25.3	$25.0	$28.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $20 TO $29 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$12,360	$16,761	$16,390	$19,755
Bonus	6	400	730	743	808
Total Compensation	11	12,933	17,159	17,140	20,369
Age	11	38	46	50	52
Years with Present Bank	11	6	14	11	21
Years in Position	11	1	5	3	7
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	$22.0	$25.0	$25.0	$27.5

OFFICER TRAINEE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$9,900	$12,527	$12,600	$13,100
Bonus	5	500	1,660	1,300	2,150
Total Compensation	11	10,550	13,282	13,000	15,500
Age	11	22	26	25	30
Years with Present Bank	11	1	2	1	1
Years in Position	10	1	2	1	1
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	11	$21.0	$23.5	$24.0	$25.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	51	$15,950	$21,792	$18,700	$21,800
Bonus	30	975	2,439	1,558	2,875
Total Compensation	51	16,750	23,227	19,500	24,334
Age	51	35	43	42	51
Years with Present Bank	50	7	14	15	19
Years in Position	47	1	5	3	7
No. of Employees Supervised	46	6	11	10	13
Asset Size (Millions)	51	$21.5	$23.9	$24.0	$26.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	37	$11,550	$13,575	$13,500	$15,600
Bonus	20	500	1,308	1,058	1,500
Total Compensation	37	11,820	14,281	14,400	15,900
Age	36	29	38	37	45
Years with Present Bank	37	5	10	9	13
Years in Position	35	1	3	2	5
No. of Employees Supervised	30	4	7	5	8
Asset Size (Millions)	37	$21.0	$24.0	$24.0	$26.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER					
Base Salary	11	$13,500	$16,437	$15,210	$18,150
Bonus	5	725	1,697	835	1,018
Total Compensation	11	14,973	17,209	17,815	18,150
Age	11	38	52	54	60
Years with Present Bank	11	7	18	17	27
Years in Position	11	1	3	2	5
No. of Employees Supervised	10	2	16	18	25
Asset Size (Millions)	11	$24.0	$24.8	$25.0	$25.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 629 banks submitting data for the West-North Central region, 70 banks were in the $30 to $39 Million asset size category.

GEOGRAPHIC REGION: 6
ASSET SIZE: $30 TO $39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	67	$37,376	$45,137	$43,000	$50,000
Bonus	36	5,000	9,821	7,475	15,000
Total Compensation	67	41,808	50,414	47,800	55,914
Age	67	44	50	50	56
Years with Present Bank	66	8	17	17	24
Years in Position	65	3	8	6	13
No. of Employees Supervised	66	22	32	29	40
Asset Size (Millions)	67	$32.0	$34.4	$34.0	$37.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	60	$27,000	$32,147	$30,910	$36,000
Bonus	30	1,960	5,374	3,615	6,608
Total Compensation	60	28,100	34,834	32,150	40,297
Age	58	39	45	45	52
Years with Present Bank	58	7	14	14	20
Years in Position	57	2	7	5	10
No. of Employees Supervised	57	6	23	24	38
Asset Size (Millions)	60	$31.0	$34.2	$34.0	$37.0

AGRICULTURAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$22,900	$25,146	$24,400	$27,360
Bonus	10	2,378	7,814	4,935	10,833
Total Compensation	22	23,000	28,698	27,018	31,366
Age	22	34	42	41	48
Years with Present Bank	22	5	10	9	13
Years in Position	22	4	8	6	11
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	22	$31.0	$33.9	$34.0	$36.0

BRANCH MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$11,550	$16,076	$15,500	$19,250
Bonus	6	550	1,318	802	1,255
Total Compensation	19	11,550	16,493	15,500	19,550
Age	18	36	48	48	61
Years with Present Bank	19	5	13	8	20
Years in Position	17	2	6	3	7
No. of Employees Supervised	19	2	5	5	6
Asset Size (Millions)	19	$32.5	$34.9	$36.0	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	18	$13,550	$17,260	$16,844	$21,000
Bonus	9	914	1,382	1,140	1,615
Total Compensation	18	13,550	17,951	16,844	21,220
Age	18	30	41	42	48
Years with Present Bank	18	2	8	5	12
Years in Position	17	1	3	2	2
No. of Employees Supervised	17	0	1	0	2
Asset Size (Millions)	18	$34.0	$35.5	$35.0	$37.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	31	$23,374	$27,710	$26,340	$31,850
Bonus	12	1,200	4,861	3,000	5,000
Total Compensation	31	23,750	29,591	27,000	35,600
Age	31	33	41	39	44
Years with Present Bank	30	6	11	10	14
Years in Position	31	2	5	3	6
No. of Employees Supervised	28	1	6	4	7
Asset Size (Millions)	31	$31.5	$34.7	$35.0	$37.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	20	$14,872	$18,703	$17,500	$20,000
Bonus	9	2,247	3,351	3,000	4,125
Total Compensation	20	15,000	20,211	19,150	22,000
Age	20	29	33	33	36
Years with Present Bank	20	1	6	5	8
Years in Position	20	1	2	2	3
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	20	$32.0	$35.4	$37.0	$37.0
CONTROLLER					
Base Salary	26	$18,250	$22,284	$21,210	$25,110
Bonus	9	1,000	1,873	1,875	2,091
Total Compensation	26	19,272	22,933	21,550	25,110
Age	25	31	38	34	43
Years with Present Bank	26	3	10	9	13
Years in Position	26	1	4	4	4
No. of Employees Supervised	25	6	13	13	18
Asset Size (Millions)	26	$31.5	$34.9	$35.5	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	25	$17,150	$21,209	$20,400	$25,200
Bonus	11	1,688	4,966	2,100	4,750
Total Compensation	25	18,250	23,394	21,870	27,525
Age	25	33	42	42	48
Years with Present Bank	25	5	12	11	17
Years in Position	24	2	6	4	9
No. of Employees Supervised	22	0	2	0	2
Asset Size (Millions)	25	$33.0	$34.7	$34.0	$36.5
INSTALMENT LOAN COLLECTOR					
Base Salary	10	$11,950	$13,842	$13,350	$15,276
Bonus	5	400	614	550	635
Total Compensation	10	12,000	14,149	13,350	15,835
Age	10	25	33	28	36
Years with Present Bank	10	1	3	3	4
Years in Position	10	1	2	1	2
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	$33.0	$35.3	$35.5	$37.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	38	$17,970	$20,303	$19,700	$22,500
Bonus	15	1,025	2,704	1,800	2,355
Total Compensation	38	18,350	21,371	20,900	23,700
Age	38	32	37	37	40
Years with Present Bank	37	3	7	7	10
Years in Position	37	1	4	2	5
No. of Employees Supervised	36	1	3	3	3
Asset Size (Millions)	38	$32.5	$34.9	$35.5	$37.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	30	$13,100	$15,683	$14,700	$17,970
Bonus	10	460	902	798	1,025
Total Compensation	30	13,250	15,983	15,060	18,495
Age	30	26	34	32	36
Years with Present Bank	29	2	5	3	6
Years in Position	29	1	2	1	3
No. of Employees Supervised	28	0	2	1	2
Asset Size (Millions)	30	$32.5	$34.9	$34.5	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	17	$13,110	$16,576	$16,400	$17,722
Bonus	6	409	1,777	1,878	2,290
Total Compensation	17	13,110	17,203	17,200	19,790
Age	17	37	44	45	51
Years with Present Bank	17	4	11	11	15
Years in Position	16	1	4	2	4
No. of Employees Supervised	17	0	6	0	2
Asset Size (Millions)	17	$33.0	$34.6	$34.0	$37.0
MORTGAGE LOAN OFFICER					
Base Salary	15	$16,370	$20,975	$20,880	$23,800
Bonus	5	1,075	1,440	1,200	1,326
Total Compensation	15	16,870	21,455	20,880	24,800
Age	15	33	38	35	41
Years with Present Bank	15	3	9	8	13
Years in Position	15	1	4	3	5
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	$32.0	$35.1	$35.0	$37.0
OFFICER TRAINEE					
Base Salary	13	$11,002	$13,611	$13,200	$14,398
Bonus	6	125	728	450	910
Total Compensation	13	11,077	13,947	14,500	14,898
Age	13	27	34	30	35
Years with Present Bank	13	1	4	1	3
Years in Position	13	0	2	1	2
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	13	$32.5	$35.1	$35.0	$37.0
OPERATIONS OFFICER-SR.					
Base Salary	47	$17,250	$20,219	$19,140	$24,200
Bonus	23	917	3,293	1,575	3,500
Total Compensation	47	18,000	21,831	20,988	25,200
Age	46	33	40	40	46
Years with Present Bank	46	4	12	9	17
Years in Position	46	1	4	3	5
No. of Employees Supervised	46	9	19	14	27
Asset Size (Millions)	47	$31.5	$34.3	$34.0	$37.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	35	$12,050	$14,115	$14,000	$15,500
Bonus	17	513	1,107	1,000	1,235
Total Compensation	35	12,550	14,653	14,200	16,365
Age	35	29	38	37	44
Years with Present Bank	35	7	12	12	17
Years in Position	34	1	3	2	3
No. of Employees Supervised	34	3	9	8	11
Asset Size (Millions)	35	$32.0	$34.9	$35.0	$37.0
PERSONNEL OFFICER					
Base Salary	17	$14,390	$16,562	$16,500	$17,760
Bonus	7	975	2,144	1,950	2,650
Total Compensation	17	14,865	17,445	17,520	18,625
Age	17	38	46	46	54
Years with Present Bank	17	6	16	10	26
Years in Position	17	2	4	2	4
No. of Employees Supervised	14	0	8	4	10
Asset Size (Millions)	17	$31.5	$34.6	$35.0	$37.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 629 banks submitting data for the West-North Central region, 63 banks were in the $40 to $49 Million asset size category.

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed $49 million. The reason for this being is that banks with assets just over $50 million were instructed to complete the under $50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 6
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	62	$44,000	$49,280	$48,390	$52,000
Bonus	42	3,178	6,632	5,000	8,335
Total Compensation	62	47,320	53,772	51,750	56,132
Age	62	44	53	56	61
Years with Present Bank	62	8	20	20	31
Years in Position	61	3	10	8	15
No. of Employees Supervised	60	29	38	40	48
Asset Size (Millions)	62	$42.5	$46.5	$46.5	$50.0
SECOND RANKING OFFICER					
Base Salary	55	$31,473	$35,793	$34,800	$38,000
Bonus	38	1,375	4,572	3,000	5,315
Total Compensation	55	32,500	38,951	36,900	41,125
Age	53	39	46	46	52
Years with Present Bank	55	8	16	13	21
Years in Position	54	2	6	5	9
No. of Employees Supervised	48	6	26	29	41
Asset Size (Millions)	55	$43.5	$46.5	$47.0	$50.0
AGRICULTURAL LOAN OFFICER					
Base Salary	32	$20,150	$24,431	$24,260	$27,000
Bonus	20	600	2,283	1,593	3,140
Total Compensation	32	21,125	25,858	25,610	27,600
Age	29	30	43	46	52
Years with Present Bank	32	3	11	7	14
Years in Position	32	3	7	5	9
No. of Employees Supervised	28	0	2	1	2
Asset Size (Millions)	32	$43.0	$46.3	$46.0	$49.0
BRANCH MANAGER					
Base Salary	27	$13,810	$18,003	$17,500	$20,150
Bonus	13	1,000	1,609	1,415	1,675
Total Compensation	27	14,060	18,778	18,000	21,400
Age	24	30	38	36	44
Years with Present Bank	26	3	8	6	10
Years in Position	25	1	3	2	3
No. of Employees Supervised	25	4	6	5	7
Asset Size (Millions)	27	$44.5	$47.6	$47.0	$50.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $40 TO $49 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$17,063	$21,218	$21,750	$25,000
Bonus	9	859	1,989	1,280	2,695
Total Compensation	18	17,413	22,212	22,150	26,100
Age	17	35	46	45	53
Years with Present Bank	18	4	11	7	10
Years in Position	18	2	4	4	5
No. of Employees Supervised	17	0	3	0	2
Asset Size (Millions)	18	$42.5	$46.6	$46.0	$50.0

COMMERCIAL LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	41	$25,050	$28,863	$29,500	$31,500
Bonus	26	945	3,371	2,475	3,750
Total Compensation	41	27,275	31,001	30,300	32,950
Age	39	37	42	40	48
Years with Present Bank	41	4	11	8	15
Years in Position	40	2	5	4	7
No. of Employees Supervised	39	1	4	3	6
Asset Size (Millions)	41	$41.5	$46.6	$46.0	$50.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	27	$17,050	$20,719	$19,800	$23,275
Bonus	16	600	1,401	1,415	1,800
Total Compensation	27	17,900	21,549	19,800	24,570
Age	25	33	39	36	39
Years with Present Bank	27	3	9	7	12
Years in Position	26	1	3	3	4
No. of Employees Supervised	26	0	2	2	3
Asset Size (Millions)	27	$45.0	$47.6	$47.0	$51.0

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$17,750	$21,106	$21,000	$22,750
Bonus	9	1,050	2,522	2,000	3,000
Total Compensation	17	19,000	22,441	22,450	25,148
Age	16	31	42	40	55
Years with Present Bank	17	4	13	7	22
Years in Position	17	3	6	5	7
No. of Employees Supervised	15	0	5	1	6
Asset Size (Millions)	17	$40.5	$45.8	$45.0	$47.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $40 TO $49 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$17,300	$21,456	$19,700	$24,110
Bonus	13	250	2,035	900	1,510
Total Compensation	22	17,425	22,658	20,160	24,900
Age	21	31	38	37	41
Years with Present Bank	22	3	9	6	10
Years in Position	22	1	4	3	4
No. of Employees Supervised	22	0	2	0	3
Asset Size (Millions)	22	$40.5	$46.4	$47.0	$49.5

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$12,080	$13,604	$13,200	$13,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	12,270	14,253	13,500	15,480
Age	8	26	38	33	50
Years with Present Bank	9	3	6	4	5
Years in Position	9	1	3	2	3
No. of Employees Supervised	7	0	0	0	1
Asset Size (Millions)	9	$46.0	$48.0	$48.0	$50.0

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	40	$17,713	$21,281	$21,750	$24,000
Bonus	22	500	1,446	1,025	2,003
Total Compensation	40	18,500	22,077	22,485	24,700
Age	38	33	38	36	41
Years with Present Bank	40	3	8	7	10
Years in Position	39	2	5	4	6
No. of Employees Supervised	37	1	3	2	4
Asset Size (Millions)	40	$45.0	$48.0	$47.5	$51.0

INSTALMENT LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	31	$14,100	$16,541	$16,240	$18,000
Bonus	17	500	1,071	800	1,210
Total Compensation	31	14,963	17,128	17,027	18,300
Age	29	31	38	36	41
Years with Present Bank	31	3	8	5	10
Years in Position	30	1	3	3	4
No. of Employees Supervised	28	0	1	1	2
Asset Size (Millions)	31	$44.5	$46.7	$47.0	$50.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	15	$14,200	$17,853	$17,700	$21,300
Bonus	7	238	1,088	900	1,300
Total Compensation	15	14,750	18,361	18,300	22,150
Age	14	29	41	43	52
Years with Present Bank	15	3	14	9	23
Years in Position	15	1	4	4	5
No. of Employees Supervised	14	0	1	0	1
Asset Size (Millions)	15	$42.5	$47.2	$45.0	$50.5
MORTGAGE LOAN OFFICER					
Base Salary	21	$19,320	$23,658	$22,200	$25,250
Bonus	14	235	1,100	978	1,393
Total Compensation	21	19,350	24,391	23,100	26,078
Age	21	37	44	44	50
Years with Present Bank	21	4	13	11	20
Years in Position	21	2	5	4	6
No. of Employees Supervised	20	0	2	1	2
Asset Size (Millions)	21	$41.0	$46.5	$46.0	$50.0
OFFICER TRAINEE					
Base Salary	11	$11,750	$13,518	$13,500	$14,202
Bonus	6	178	666	470	870
Total Compensation	11	12,000	13,881	13,900	14,410
Age	10	24	35	32	41
Years with Present Bank	11	1	5	1	5
Years in Position	10	1	2	1	2
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	$46.0	$50.6	$52.0	$54.5
OPERATIONS OFFICER-SR.					
Base Salary	51	$19,350	$22,713	$21,000	$25,300
Bonus	31	760	2,363	1,625	2,735
Total Compensation	51	20,080	24,150	23,300	27,570
Age	49	33	42	41	51
Years with Present Bank	51	3	11	8	13
Years in Position	50	2	5	3	6
No. of Employees Supervised	48	10	23	21	29
Asset Size (Millions)	51	$41.0	$46.3	$46.0	$50.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	29	$13,088	$15,012	$15,000	$16,000
Bonus	13	375	1,865	500	1,400
Total Compensation	29	13,500	15,848	15,600	16,675
Age	27	31	41	43	48
Years with Present Bank	29	5	13	11	15
Years in Position	28	1	4	3	4
No. of Employees Supervised	29	3	10	7	13
Asset Size (Millions)	29	$41.5	$46.4	$47.0	$49.5
PERSONNEL OFFICER					
Base Salary	15	$14,830	$18,736	$17,000	$20,772
Bonus	10	625	1,482	970	1,200
Total Compensation	15	14,830	19,724	17,200	21,405
Age	14	31	43	38	54
Years with Present Bank	14	8	14	9	18
Years in Position	14	1	2	2	4
No. of Employees Supervised	15	0	9	2	8
Asset Size (Millions)	15	$44.5	$47.0	$46.0	$48.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 629 banks submitting data for the West-North Central region, 82 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	81	$50,500	$58,120	$55,000	$62,730
Bonus	46	4,050	10,170	8,500	11,261
Total Compensation	81	54,905	63,895	63,596	67,674
Age	81	47	52	52	57
Years with Present Bank	81	8	19	18	28
Years in Position	81	2	7	5	10
No. of Employees Supervised	77	47	61	62	78
Asset Size (Millions)	81	$62.0	$73.4	$72.0	$84.5
ADVERTISING OFFICER					
Base Salary	26	$14,850	$19,397	$17,750	$23,800
Bonus	8	950	2,154	1,400	3,100
Total Compensation	26	15,350	20,060	18,225	24,250
Age	26	28	41	41	50
Years with Present Bank	26	3	9	6	12
Years in Position	26	1	4	2	5
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	26	$68.0	$77.5	$76.0	$84.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	24	$28,300	$33,496	$32,901	$36,000
Bonus	9	1,769	4,140	3,500	5,470
Total Compensation	24	28,300	35,048	33,526	40,000
Age	24	39	48	49	54
Years with Present Bank	24	8	18	15	27
Years in Position	24	1	6	3	6
No. of Employees Supervised	23	0	14	3	12
Asset Size (Millions)	24	$59.0	$71.8	$71.0	$81.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	14	$24,000	$32,525	$31,510	$37,850
Bonus		INSUFFICIENT DATA			
Total Compensation	14	24,693	33,786	32,010	37,850
Age	14	34	45	44	52
Years with Present Bank	13	9	15	13	16
Years in Position	14	2	5	4	7
No. of Employees Supervised	13	9	28	20	32
Asset Size (Millions)	14	$61.0	$71.2	$67.5	$80.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	14	$16,900	$20,714	$19,620	$22,425
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,150	21,046	20,350	22,425
Age	14	33	42	42	47
Years with Present Bank	14	5	13	13	16
Years in Position	14	1	4	3	6
No. of Employees Supervised	14	9	13	13	15
Asset Size (Millions)	14	$73.0	$83.7	$87.0	$93.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	39	$14,720	$16,871	$16,000	$18,850
Bonus	13	546	1,239	1,200	1,679
Total Compensation	39	14,950	17,284	16,750	19,024
Age	39	32	43	44	50
Years with Present Bank	39	4	11	10	17
Years in Position	39	1	4	3	6
No. of Employees Supervised	38	4	5	5	7
Asset Size (Millions)	39	$63.5	$73.5	$71.0	$83.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	11	$21,250	$29,392	$30,000	$35,848
Bonus		INSUFFICIENT DATA			
Total Compensation	11	22,500	30,183	31,080	37,098
Age	10	44	57	60	62
Years with Present Bank	11	2	12	12	19
Years in Position	11	1	6	4	10
No. of Employees Supervised	11	0	16	3	10
Asset Size (Millions)	11	$57.5	$74.3	$72.0	$85.5
BUSINESS DEVELOPMENT OFFICER					
Base Salary	10	$15,500	$23,424	$23,880	$26,232
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,075	24,065	25,719	26,722
Age	10	31	45	43	54
Years with Present Bank	10	4	13	14	19
Years in Position	10	2	5	4	8
No. of Employees Supervised	10	0	10	0	2
Asset Size (Millions)	10	$64.5	$76.2	$73.0	$85.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	$15,000	$21,492	$18,000	$25,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	15,000	22,458	18,000	25,250
Age	13	26	33	30	37
Years with Present Bank	13	3	6	4	9
Years in Position	13	1	2	1	3
No. of Employees Supervised	13	2	9	3	6
Asset Size (Millions)	13	$60.5	$74.2	$70.0	$88.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	57	$28,000	$34,409	$32,900	$37,100
Bonus	18	2,250	8,190	4,548	6,600
Total Compensation	57	29,050	36,996	33,980	39,000
Age	56	36	43	43	49
Years with Present Bank	57	6	13	11	21
Years in Position	55	1	4	4	6
No. of Employees Supervised	55	3	7	5	7
Asset Size (Millions)	57	$60.5	$72.0	$70.0	$81.5
COMMERCIAL LOAN OFFICER					
Base Salary	63	$21,250	$26,537	$27,000	$30,300
Bonus	19	1,465	2,852	2,700	3,516
Total Compensation	63	21,750	27,398	28,000	32,150
Age	63	32	40	36	48
Years with Present Bank	63	5	11	9	15
Years in Position	62	1	5	3	7
No. of Employees Supervised	61	0	3	1	2
Asset Size (Millions)	63	$62.0	$74.5	$74.0	$86.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	43	$16,650	$19,671	$19,200	$21,400
Bonus	16	813	1,478	1,375	2,150
Total Compensation	43	17,032	20,222	19,500	22,475
Age	42	27	34	32	37
Years with Present Bank	43	3	6	5	8
Years in Position	43	1	2	2	3
No. of Employees Supervised	41	0	1	0	1
Asset Size (Millions)	43	$62.0	$74.7	$73.0	$86.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

EDP OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$20,800	$24,774	$25,720	$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,400	25,691	26,500	29,629
Age	9	34	39	39	45
Years with Present Bank	10	7	11	9	14
Years in Position	10	2	5	5	7
No. of Employees Supervised	8	2	4	4	4
Asset Size (Millions)	10	$66.5	$77.6	$78.0	$85.5

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	29	$19,990	$27,506	$27,000	$33,000
Bonus	12	1,400	3,207	2,894	4,000
Total Compensation	29	20,928	28,833	27,000	35,050
Age	28	34	44	44	52
Years with Present Bank	29	6	17	15	24
Years in Position	29	2	5	5	6
No. of Employees Supervised	28	1	13	4	20
Asset Size (Millions)	29	$62.0	$75.4	$74.0	$89.0

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$14,350	$16,411	$16,000	$18,207
Bonus	7	738	1,118	1,000	1,350
Total Compensation	25	14,700	16,724	16,000	18,567
Age	25	29	40	36	50
Years with Present Bank	25	2	7	4	8
Years in Position	25	1	4	2	4
No. of Employees Supervised	25	0	1	0	1
Asset Size (Millions)	25	$60.0	$72.4	$71.0	$83.5

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	69	$21,150	$24,928	$24,000	$28,000
Bonus	20	1,200	2,863	1,683	3,194
Total Compensation	69	21,450	25,758	24,200	28,347
Age	68	33	42	40	49
Years with Present Bank	69	5	12	11	17
Years in Position	69	1	6	3	8
No. of Employees Supervised	67	3	7	5	8
Asset Size (Millions)	69	$62.0	$72.8	$71.0	$83.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	68	$15,500	$18,266	$16,840	$20,200
Bonus	19	905	1,556	1,200	1,750
Total Compensation	68	16,000	18,701	17,000	20,328
Age	68	30	38	34	45
Years with Present Bank	68	3	8	5	11
Years in Position	68	1	4	3	4
No. of Employees Supervised	66	0	2	0	3
Asset Size (Millions)	68	$63.0	$73.4	$72.0	$83.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	35	$16,500	$19,535	$18,500	$21,500
Bonus	11	1,018	1,568	1,200	1,960
Total Compensation	35	17,050	20,028	18,500	21,868
Age	35	31	40	37	53
Years with Present Bank	35	3	13	8	19
Years in Position	35	1	5	3	5
No. of Employees Supervised	33	0	1	1	1
Asset Size (Millions)	35	$70.0	$79.3	$81.0	$90.0
MARKETING DIRECTOR					
Base Salary	23	$14,740	$20,265	$18,180	$23,120
Bonus	7	255	1,276	675	1,872
Total Compensation	23	14,828	20,653	18,180	23,867
Age	22	27	36	33	40
Years with Present Bank	23	2	6	3	8
Years in Position	23	1	3	2	3
No. of Employees Supervised	23	0	1	1	3
Asset Size (Millions)	23	$64.0	$73.7	$72.0	$84.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	32	$23,000	$27,078	$25,932	$29,600
Bonus	7	690	2,484	1,800	3,405
Total Compensation	32	23,000	27,621	26,900	31,800
Age	31	36	46	47	55
Years with Present Bank	32	6	18	19	26
Years in Position	32	1	8	6	9
No. of Employees Supervised	32	1	2	1	2
Asset Size (Millions)	32	$61.0	$72.5	$71.0	$86.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	34	$17,320	$21,281	$21,200	$24,830
Bonus	10	452	1,965	1,338	2,338
Total Compensation	34	17,800	21,859	21,200	25,000
Age	34	40	47	45	54
Years with Present Bank	34	7	14	14	18
Years in Position	34	1	4	3	5
No. of Employees Supervised	34	0	1	1	2
Asset Size (Millions)	34	$64.5	$76.2	$74.0	$88.5
MORTGAGE LOAN OFFICER-JR.					
Base Salary	11	$12,750	$16,139	$15,300	$16,270
Bonus	5	413	885	800	925
Total Compensation	11	13,275	16,541	15,800	16,350
Age	11	33	42	42	49
Years with Present Bank	11	3	12	16	18
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	$67.0	$75.1	$72.0	$81.0
NEW ACCOUNTS OFFICER					
Base Salary	33	$13,190	$15,105	$15,000	$15,800
Bonus	10	339	1,299	1,100	1,738
Total Compensation	33	13,600	15,498	15,000	16,500
Age	33	38	46	47	55
Years with Present Bank	33	9	15	15	19
Years in Position	33	1	3	2	4
No. of Employees Supervised	32	1	4	3	6
Asset Size (Millions)	33	$63.0	$72.2	$70.0	$78.5
OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	5	$12,070	$14,128	$14,000	$14,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,070	14,344	14,000	14,250
Age	5	24	30	31	32
Years with Present Bank	5	1	5	7	8
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	25	0	2
Asset Size (Millions)	5	$69.0	$80.6	$86.0	$87.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	13	$12,000	$13,183	$13,000	$14,100
Bonus	5	600	896	720	860
Total Compensation	13	12,550	13,528	13,000	14,100
Age	12	23	24	23	24
Years with Present Bank	12	1	2	1	1
Years in Position	12	1	1	1	1
No. of Employees Supervised	12	0	0	0	0
Asset Size (Millions)	13	$61.0	$74.2	$73.0	$81.0
OPERATIONS OFFICER-SR.					
Base Salary	68	$21,000	$25,547	$25,000	$29,425
Bonus	23	1,348	2,868	2,500	4,095
Total Compensation	68	21,785	26,517	25,200	30,700
Age	68	35	43	43	51
Years with Present Bank	67	7	15	15	21
Years in Position	67	1	4	3	5
No. of Employees Supervised	65	11	29	29	41
Asset Size (Millions)	68	$61.0	$73.2	$71.5	$85.0
PERSONNEL OFFICER-SR.					
Base Salary	43	$16,668	$20,817	$18,600	$23,140
Bonus	11	496	2,041	1,500	2,500
Total Compensation	43	16,800	21,339	18,800	23,840
Age	43	34	43	41	49
Years with Present Bank	43	4	13	13	20
Years in Position	43	1	3	3	5
No. of Employees Supervised	43	0	12	1	6
Asset Size (Millions)	43	$63.0	$74.3	$72.0	$87.0
SECURITY OFFICER-SR.					
Base Salary	12	$17,000	$20,748	$20,700	$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,000	21,364	20,700	22,575
Age	12	27	38	34	48
Years with Present Bank	12	6	12	11	12
Years in Position	12	1	4	3	5
No. of Employees Supervised	11	1	9	1	6
Asset Size (Millions)	12	$58.0	$71.9	$69.5	$82.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	32	$27,500	$31,567	$31,000	$34,000
Bonus	13	1,900	3,079	2,318	4,226
Total Compensation	32	27,500	32,818	32,043	35,652
Age	32	39	46	49	54
Years with Present Bank	32	3	9	8	14
Years in Position	32	3	6	5	8
No. of Employees Supervised	31	1	3	2	3
Asset Size (Millions)	32	$64.0	$76.3	$75.0	$84.0
TRUST OPERATIONS MANAGER					
Base Salary	15	$13,250	$19,015	$17,437	$22,375
Bonus	5	1,505	6,046	2,511	2,810
Total Compensation	15	13,350	21,030	19,546	23,835
Age	15	33	41	39	45
Years with Present Bank	15	5	10	11	15
Years in Position	15	1	4	4	5
No. of Employees Supervised	14	1	2	2	3
Asset Size (Millions)	15	$60.0	$74.7	$71.0	$89.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 629 banks submitting data for the West-North Central region, 50 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	49	$60,500	$71,983	$69,000	$78,000
Bonus	18	5,558	14,648	11,000	15,450
Total Compensation	49	64,500	77,364	73,700	88,800
Age	48	48	53	53	59
Years with Present Bank	49	11	21	21	30
Years in Position	49	3	8	6	12
No. of Employees Supervised	46	83	118	125	151
Asset Size (Millions)	49	$110.0	$141.5	$133.0	$155.0
ADVERTISING OFFICER					
Base Salary	13	$16,280	$23,158	$20,800	$27,500
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,280	23,610	20,800	27,500
Age	13	34	47	45	57
Years with Present Bank	13	7	13	9	11
Years in Position	13	2	4	3	7
No. of Employees Supervised	13	0	1	1	1
Asset Size (Millions)	13	$108.5	$140.4	$130.0	$146.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	21	$30,400	$39,767	$39,000	$42,150
Bonus	6	1,820	7,021	3,492	4,750
Total Compensation	21	31,700	41,773	39,000	46,392
Age	21	40	49	51	57
Years with Present Bank	21	9	21	22	26
Years in Position	21	3	6	5	10
No. of Employees Supervised	21	0	11	3	8
Asset Size (Millions)	21	$110.0	$141.7	$130.0	$155.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	10	$29,000	$38,330	$36,500	$44,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,000	38,428	36,550	45,240
Age	10	40	47	46	48
Years with Present Bank	10	5	16	15	20
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	4	38	12	61
Asset Size (Millions)	10	$106.5	$133.3	$124.0	$139.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	19	$15,476	$19,117	$18,000	$22,100
Bonus	6	550	1,486	1,625	1,361
Total Compensation	19	16,175	19,586	18,144	22,600
Age	19	36	44	44	50
Years with Present Bank	19	7	16	13	22
Years in Position	18	1	3	2	4
No. of Employees Supervised	19	10	12	12	14
Asset Size (Millions)	19	$121.5	$148.4	$142.0	$167.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	27	$14,200	$18,147	$16,260	$21,889
Bonus	5	600	1,390	1,666	1,708
Total Compensation	27	14,450	18,404	16,333	21,889
Age	27	34	45	42	56
Years with Present Bank	27	5	15	12	21
Years in Position	27	1	3	3	4
No. of Employees Supervised	27	5	7	6	8
Asset Size (Millions)	27	$107.5	$136.6	$126.0	$148.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	12	$27,000	$36,279	$32,125	$35,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	27,000	36,842	32,125	35,750
Age	12	38	47	50	54
Years with Present Bank	12	3	9	9	12
Years in Position	12	0	4	4	5
No. of Employees Supervised	12	1	3	2	3
Asset Size (Millions)	12	$122.0	$149.6	$140.0	$160.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	$16,326	$25,536	$24,075	$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	14	16,326	26,161	24,950	31,650
Age	14	45	51	51	58
Years with Present Bank	14	3	13	9	21
Years in Position	14	2	7	5	9
No. of Employees Supervised	13	0	1	0	1
Asset Size (Millions)	14	$106.5	$147.1	$137.5	$165.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$16,050	$24,846	$21,320	$25,500
Bonus		INSUFFICIENT DATA			
Total Compensation	17	16,050	25,376	21,320	25,500
Age	17	29	36	32	44
Years with Present Bank	17	3	8	4	11
Years in Position	17	1	2	1	2
No. of Employees Supervised	17	1	6	4	7
Asset Size (Millions)	17	$113.5	$145.5	$134.0	$162.5

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	41	$32,750	$36,315	$36,000	$39,750
Bonus	6	800	3,237	3,179	3,532
Total Compensation	41	32,750	36,789	36,960	39,750
Age	41	37	45	44	54
Years with Present Bank	41	6	15	14	25
Years in Position	41	1	4	3	6
No. of Employees Supervised	40	6	10	9	11
Asset Size (Millions)	41	$115.5	$146.0	$136.0	$162.5

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	45	$23,400	$27,490	$27,000	$30,738
Bonus	10	875	2,831	2,017	2,574
Total Compensation	45	23,400	28,119	27,225	30,750
Age	45	31	40	38	47
Years with Present Bank	45	3	10	8	14
Years in Position	45	2	5	3	5
No. of Employees Supervised	44	0	1	0	2
Asset Size (Millions)	45	$110.0	$140.8	$130.0	$155.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	23	$17,200	$19,655	$19,500	$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	23	17,200	19,804	20,400	21,675
Age	23	27	34	34	38
Years with Present Bank	23	4	8	5	9
Years in Position	23	1	2	2	2
No. of Employees Supervised	22	0	1	0	0
Asset Size (Millions)	23	$110.0	$145.0	$134.0	$172.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	14	$25,890	$27,606	$28,000	$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	25,890	28,141	28,000	30,500
Age	14	32	42	39	51
Years with Present Bank	14	3	8	8	10
Years in Position	14	2	5	4	9
No. of Employees Supervised	14	0	1	1	2
Asset Size (Millions)	14	$123.5	$150.2	$145.5	$172.5
EDP OFFICER-SR.					
Base Salary	22	$23,375	$27,584	$27,300	$30,500
Bonus	8	1,500	3,107	3,100	4,400
Total Compensation	22	24,997	28,714	29,580	31,750
Age	22	34	39	39	42
Years with Present Bank	22	7	12	11	16
Years in Position	22	2	6	4	8
No. of Employees Supervised	22	5	14	11	17
Asset Size (Millions)	22	$110.0	$138.3	$127.0	$155.0
FINANCIAL OFFICER-SR.					
Base Salary	33	$25,550	$29,917	$29,000	$33,800
Bonus	7	425	3,293	1,690	4,700
Total Compensation	33	25,550	30,616	29,000	33,850
Age	33	33	41	39	47
Years with Present Bank	33	3	12	9	18
Years in Position	33	2	6	3	7
No. of Employees Supervised	33	4	10	6	9
Asset Size (Millions)	33	$121.5	$147.1	$135.0	$167.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	23	$12,406	$15,671	$14,600	$16,950
Bonus		INSUFFICIENT DATA			
Total Compensation	23	12,406	15,749	15,000	16,950
Age	23	27	39	37	51
Years with Present Bank	23	3	5	4	7
Years in Position	23	1	3	2	4
No. of Employees Supervised	23	0	1	1	2
Asset Size (Millions)	23	$119.0	$152.2	$145.0	$178.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	43	$24,700	$27,604	$27,300	$30,000
Bonus	8	182	2,083	2,259	2,451
Total Compensation	43	24,857	27,992	27,725	30,500
Age	43	36	45	45	53
Years with Present Bank	43	7	15	13	23
Years in Position	43	2	6	4	10
No. of Employees Supervised	42	5	9	8	12
Asset Size (Millions)	43	$110.0	$139.3	$133.0	$150.0
INSTALMENT LOAN OFFICER					
Base Salary	47	$15,550	$18,079	$17,500	$20,000
Bonus	11	425	2,007	1,433	2,138
Total Compensation	47	15,550	18,548	18,300	20,283
Age	47	31	38	36	43
Years with Present Bank	47	4	10	8	12
Years in Position	47	2	5	3	7
No. of Employees Supervised	46	0	2	0	2
Asset Size (Millions)	47	$109.0	$139.6	$130.0	$150.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	33	$18,000	$20,940	$20,000	$24,320
Bonus	7	300	1,704	1,679	2,455
Total Compensation	33	18,072	21,302	20,500	24,320
Age	33	31	37	35	43
Years with Present Bank	33	3	10	7	18
Years in Position	33	2	4	3	6
No. of Employees Supervised	32	1	2	1	2
Asset Size (Millions)	33	$109.0	$140.7	$130.0	$150.0
LOAN REVIEW OFFICER					
Base Salary	10	$14,000	$20,542	$18,400	$23,860
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,000	20,692	19,150	23,860
Age	10	28	33	29	33
Years with Present Bank	10	2	8	4	6
Years in Position	10	1	3	2	3
No. of Employees Supervised	9	0	3	2	4
Asset Size (Millions)	10	$108.5	$149.6	$136.5	$171.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	29	$20,600	$25,838	$25,000	$29,800
Bonus	6	550	2,570	2,459	3,200
Total Compensation	29	20,600	26,370	26,000	29,800
Age	29	34	41	39	49
Years with Present Bank	29	3	8	5	11
Years in Position	29	1	4	3	5
No. of Employees Supervised	28	0	4	1	2
Asset Size (Millions)	29	$108.0	$145.0	$134.0	$162.5

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	29	$26,550	$30,078	$31,400	$33,750
Bonus	6	326	2,320	1,763	2,763
Total Compensation	29	27,450	30,558	31,400	34,000
Age	29	41	49	51	57
Years with Present Bank	29	5	17	13	25
Years in Position	28	2	6	4	8
No. of Employees Supervised	28	1	3	2	4
Asset Size (Millions)	29	$112.0	$145.1	$136.0	$162.5

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$19,125	$23,131	$22,400	$25,315
Bonus	5	1,337	2,633	1,942	2,079
Total Compensation	25	19,125	23,658	23,000	25,865
Age	25	34	43	41	51
Years with Present Bank	25	8	14	11	21
Years in Position	25	2	5	4	5
No. of Employees Supervised	25	0	1	1	2
Asset Size (Millions)	25	$115.5	$142.2	$134.0	$150.0

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$12,450	$16,029	$16,200	$17,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,463	16,032	16,200	17,550
Age	7	28	35	29	40
Years with Present Bank	7	5	11	10	11
Years in Position	7	0	6	2	4
No. of Employees Supervised	7	0	1	1	2
Asset Size (Millions)	7	$105.0	$140.1	$128.0	$170.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	34	$14,488	$16,802	$16,000	$18,425
Bonus	9	1,051	2,066	1,570	1,958
Total Compensation	34	14,738	17,349	16,100	19,370
Age	34	35	44	45	52
Years with Present Bank	34	10	17	16	23
Years in Position	34	2	5	4	6
No. of Employees Supervised	33	3	6	5	7
Asset Size (Millions)	34	$112.0	$145.3	$133.5	$167.5
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	15	$13,000	$13,626	$13,400	$14,310
Bonus		INSUFFICIENT DATA			
Total Compensation	15	13,000	13,626	13,400	14,310
Age	15	24	26	25	27
Years with Present Bank	15	1	2	1	2
Years in Position	15	1	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	15	$117.0	$152.7	$147.0	$169.0
OPERATIONS OFFICER-SR.					
Base Salary	44	$24,000	$30,494	$30,000	$35,100
Bonus	10	800	2,459	2,328	3,017
Total Compensation	44	25,750	31,053	30,250	35,650
Age	44	39	46	46	54
Years with Present Bank	44	7	16	16	24
Years in Position	43	2	6	4	8
No. of Employees Supervised	43	9	44	45	63
Asset Size (Millions)	44	$110.0	$141.5	$131.5	$150.0
PERSONNEL OFFICER-SR.					
Base Salary	40	$18,000	$22,165	$20,500	$24,000
Bonus	5	100	1,350	500	875
Total Compensation	40	18,000	22,333	21,000	24,300
Age	40	35	42	42	49
Years with Present Bank	40	4	11	9	16
Years in Position	40	2	5	4	7
No. of Employees Supervised	38	1	8	2	3
Asset Size (Millions)	40	$110.0	$145.4	$135.5	$170.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	13	$18,250	$22,092	$22,400	$23,700
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,125	22,227	22,400	23,700
Age	13	37	47	48	54
Years with Present Bank	13	9	17	14	23
Years in Position	13	3	5	5	7
No. of Employees Supervised	12	0	11	6	14
Asset Size (Millions)	13	$108.5	$155.7	$165.0	$184.0
TRAINING DIRECTOR					
Base Salary	7	$12,650	$15,514	$16,000	$16,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,650	15,514	16,000	16,750
Age	7	27	34	34	36
Years with Present Bank	7	2	9	6	12
Years in Position	7	1	3	1	4
No. of Employees Supervised	7	0	7	2	9
Asset Size (Millions)	7	$107.0	$144.1	$117.0	$160.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	32	$32,000	$38,195	$35,500	$42,100
Bonus	8	2,000	2,953	2,904	3,105
Total Compensation	32	33,000	38,933	36,950	44,245
Age	32	36	45	44	52
Years with Present Bank	32	4	10	8	14
Years in Position	32	3	7	5	10
No. of Employees Supervised	32	3	8	6	11
Asset Size (Millions)	32	$110.0	$142.5	$130.0	$160.0
TRUST OPERATIONS MANAGER					
Base Salary	21	$15,908	$19,263	$17,700	$22,100
Bonus	6	425	1,681	1,625	1,826
Total Compensation	21	15,918	19,744	17,750	22,906
Age	21	32	42	40	52
Years with Present Bank	21	6	13	9	21
Years in Position	21	2	4	4	6
No. of Employees Supervised	21	2	4	4	5
Asset Size (Millions)	21	$107.0	$146.9	$126.0	$190.5

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 629 banks submitting data for the West-North Central region, 11 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Internal Auditing Officer
International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	9	$71,250	$88,156	$90,000	$95,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	71,250	91,456	98,000	100,500
Age	9	51	56	56	60
Years with Present Bank	9	23	26	27	29
Years in Position	9	5	7	7	9
No. of Employees Supervised	9	199	265	259	329
Asset Size (Millions)	9	$251.5	$331.7	$314.0	$351.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	7	$27,225	$36,389	$38,000	$41,585
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,225	37,531	38,000	41,585
Age	7	40	48	47	49
Years with Present Bank	7	5	12	14	16
Years in Position	7	3	7	6	7
No. of Employees Supervised	7	1	7	4	11
Asset Size (Millions)	7	$250.0	$307.7	$276.0	$351.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$17,750	$27,040	$29,400	$29,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,500	27,340	29,400	29,850
Age	5	35	40	37	41
Years with Present Bank	5	11	13	13	13
Years in Position	5	1	3	3	4
No. of Employees Supervised	5	11	14	13	14
Asset Size (Millions)	5	$250.0	$310.6	$253.0	$284.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$16,000	$19,730	$19,350	$21,475
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,000	19,730	19,350	21,475
Age	5	28	37	30	40
Years with Present Bank	5	3	13	6	16
Years in Position	5	1	3	1	3
No. of Employees Supervised	5	7	10	9	10
Asset Size (Millions)	5	$263.0	$348.2	$309.0	$365.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	$17,250	$24,167	$20,000	$25,150
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,250	24,500	20,000	26,650
Age	9	29	39	35	42
Years with Present Bank	9	2	11	6	13
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	3	5	3	6
Asset Size (Millions)	9	$251.5	$322.8	$309.0	$348.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	10	$39,225	$42,479	$42,600	$45,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	39,225	43,279	42,600	45,000
Age	9	38	43	39	45
Years with Present Bank	10	2	8	8	10
Years in Position	10	2	3	2	4
No. of Employees Supervised	10	3	11	10	12
Asset Size (Millions)	10	$264.5	$339.1	$315.0	$383.5
COMMERCIAL LOAN OFFICER					
Base Salary	11	$23,840	$28,575	$28,000	$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,840	28,939	28,000	30,750
Age	11	31	39	36	46
Years with Present Bank	11	3	10	8	11
Years in Position	11	2	4	3	5
No. of Employees Supervised	11	0	7	0	1
Asset Size (Millions)	11	$251.5	$331.0	$314.0	$383.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	$15,600	$20,511	$20,300	$21,590
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,600	20,869	20,300	21,590
Age	7	27	31	29	34
Years with Present Bank	7	3	7	7	8
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	0	1	1	1
Asset Size (Millions)	7	$250.0	$320.3	$309.0	$348.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	8	$25,200	$35,975	$36,650	$41,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	25,200	36,725	37,150	42,000
Age	8	35	49	51	51
Years with Present Bank	8	7	18	15	23
Years in Position	8	2	6	5	8
No. of Employees Supervised	8	1	2	2	4
Asset Size (Millions)	8	$253.0	$323.9	$311.5	$380.0
EDP OFFICER-SR.					
Base Salary	7	$24,830	$29,501	$29,850	$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,830	29,501	29,850	32,000
Age	7	31	38	40	41
Years with Present Bank	7	3	9	5	13
Years in Position	7	2	4	4	5
No. of Employees Supervised	7	19	54	68	77
Asset Size (Millions)	7	$250.0	$321.1	$314.0	$351.5
FINANCIAL OFFICER-SR.					
Base Salary	9	$30,000	$34,839	$36,750	$37,300
Bonus		INSUFFICIENT DATA			
Total Compensation	9	31,750	35,228	36,750	37,300
Age	9	34	38	36	38
Years with Present Bank	9	2	11	6	12
Years in Position	9	1	4	2	5
No. of Employees Supervised	9	5	8	7	9
Asset Size (Millions)	9	$251.5	$339.0	$316.0	$383.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	$14,250	$19,444	$16,350	$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,250	19,881	16,350	18,000
Age	8	34	40	38	43
Years with Present Bank	8	3	6	6	6
Years in Position	8	2	4	3	3
No. of Employees Supervised	8	1	3	2	3
Asset Size (Millions)	8	$250.0	$320.4	$311.5	$316.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	11	$24,350	$27,629	$25,650	$29,250
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,350	27,902	25,650	30,000
Age	11	32	40	38	44
Years with Present Bank	11	6	11	10	12
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	10	14	13	17
Asset Size (Millions)	11	$251.5	$331.0	$314.0	$383.5
INSTALMENT LOAN OFFICER					
Base Salary	11	$16,750	$19,337	$20,000	$21,350
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,750	19,519	20,000	21,350
Age	11	29	42	39	51
Years with Present Bank	11	6	14	12	19
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	0	0	0	1
Asset Size (Millions)	11	$251.5	$331.0	$314.0	$383.5
LOAN REVIEW OFFICER					
Base Salary	5	$19,000	$26,788	$23,940	$29,470
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,000	27,188	23,940	29,470
Age	5	29	33	34	35
Years with Present Bank	5	1	4	4	5
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	$281.0	$348.4	$316.0	$348.0
MARKETING DIRECTOR					
Base Salary	7	$22,720	$32,820	$32,000	$39,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	22,720	33,534	32,000	39,000
Age	7	29	34	35	38
Years with Present Bank	7	1	3	1	4
Years in Position	7	1	2	1	2
No. of Employees Supervised	7	2	3	3	4
Asset Size (Millions)	7	$250.0	$336.4	$316.0	$401.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	8	$27,000	$36,163	$36,000	$41,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	27,000	36,163	36,000	41,400
Age	8	44	50	49	53
Years with Present Bank	8	4	15	15	18
Years in Position	8	4	7	6	7
No. of Employees Supervised	8	3	5	4	7
Asset Size (Millions)	8	$250.0	$349.8	$348.0	$387.0
MORTGAGE LOAN OFFICER					
Base Salary	7	$18,100	$22,003	$20,500	$22,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,100	22,003	20,500	22,850
Age	7	28	40	37	47
Years with Present Bank	7	2	9	7	10
Years in Position	7	1	4	3	5
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	$292.5	$352.3	$316.0	$383.5
NEW ACCOUNTS OFFICER					
Base Salary	6	$12,040	$15,895	$14,900	$16,844
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,040	15,895	14,900	16,844
Age	6	28	46	50	58
Years with Present Bank	6	6	19	12	26
Years in Position	6	1	5	6	8
No. of Employees Supervised	6	0	4	4	6
Asset Size (Millions)	6	$279.5	$360.2	$348.0	$401.0
OPERATIONS OFFICER-SR.					
Base Salary	11	$24,900	$36,264	$39,000	$41,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,900	36,991	39,000	41,600
Age	11	38	44	42	45
Years with Present Bank	11	9	18	17	24
Years in Position	11	3	5	4	7
No. of Employees Supervised	11	44	88	70	130
Asset Size (Millions)	11	$251.5	$331.0	$314.0	$383.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	11	$23,500	$30,452	$26,500	$38,460
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,500	30,815	30,500	38,460
Age	11	36	41	41	45
Years with Present Bank	11	3	9	11	13
Years in Position	11	3	6	4	8
No. of Employees Supervised	11	2	7	5	9
Asset Size (Millions)	11	$251.5	$331.0	$314.0	$383.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	9	$39,950	$42,956	$42,700	$44,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	39,950	43,622	42,700	44,250
Age	9	43	48	46	50
Years with Present Bank	9	6	16	12	20
Years in Position	9	3	4	4	6
No. of Employees Supervised	9	12	21	18	22
Asset Size (Millions)	9	$264.5	$323.0	$314.0	$348.0
TRUST OPERATIONS MANAGER					
Base Salary	9	$19,000	$21,887	$21,300	$22,040
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,000	22,276	21,300	22,040
Age	9	31	34	31	36
Years with Present Bank	9	4	6	6	8
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	5	9	8	9
Asset Size (Millions)	9	$264.5	$323.0	$314.0	$348.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 629 banks submitting data for the West-North Central region, five banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

- Advertising Officer
- Bank Investment Officer-Sr.
- Branch Administration Officer-Sr.
- Branch Manager-Large (31+)
- Branch Manager-Medium (10-30)
- Branch Manager-Small (-10)
- Business Development Officer-Sr.
- Business Development Officer
- Commercial Credit Department Manager
- Commercial Loan Department Manager
- Commercial Loan Officer
- Commercial Loan Officer-Jr.
- Correspondent Bank Officer-Sr.
- Instalment Loan Collection Manager
- Instalment Loan Department Manager
- Instalment Loan Officer
- Internal Auditing Officer-Sr.
- International Banking Officer-Sr.
- Loan Review Officer
- Marketing Director
- Mortgage Loan Officer-Jr.
- New Accounts Officer
- Officer Trainee-Master's Degree
- Officer Trainee-Bachelor's Degree
- Operations Officer-Sr.
- Personnel Officer-Sr.
- Security Officer-Sr.
- Training Director
- Trust Operations Manager

GEOGRAPHIC REGION: 6
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	5	$71,250	$107,400	$96,000	$122,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	72,130	123,952	96,000	141,000
Age	5	46	53	52	54
Years with Present Bank	5	13	26	29	30
Years in Position	5	3	11	9	11
No. of Employees Supervised	5	37	399	525	603
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0
EDP OFFICER-SR.					
Base Salary	5	$33,000	$41,700	$42,000	$42,900
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,000	45,160	43,800	46,400
Age	5	30	37	37	40
Years with Present Bank	5	6	9	8	9
Years in Position	5	2	5	6	7
No. of Employees Supervised	5	23	82	50	85
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0
FINANCIAL OFFICER-SR.					
Base Salary	5	$30,250	$36,594	$33,500	$38,234
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,100	40,234	36,000	41,000
Age	5	29	31	31	32
Years with Present Bank	5	5	7	7	8
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	3	47	15	15
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	$29,600	$38,541	$40,296	$41,752
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,600	42,001	41,296	46,402
Age	5	32	44	47	49
Years with Present Bank	5	6	8	8	9
Years in Position	5	3	6	4	5
No. of Employees Supervised	5	4	9	8	9
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	5	$21,650	$29,182	$26,000	$30,805
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,900	30,082	26,000	30,805
Age	5	36	47	49	52
Years with Present Bank	5	7	20	16	24
Years in Position	5	3	7	9	10
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$35,000	$51,461	$50,000	$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,500	58,661	50,000	55,000
Age	5	35	51	54	59
Years with Present Bank	5	0	24	29	36
Years in Position	5	0	13	10	13
No. of Employees Supervised	5	10	33	22	31
Asset Size (Millions)	5	$556.5	$735.8	$708.0	$806.0

GEOGRAPHIC REGION VI: WEST-NORTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 629 banks submitting data for the West-North Central region, eight banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Instalment Loan Department Manager
Instalment Loan Officer
Loan Review Officer
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Trust Operations Manager

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	8	$112,918	$169,740	$167,500	$200,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	125,000	184,100	176,500	200,000
Age	7	48	54	54	59
Years with Present Bank	8	10	20	23	25
Years in Position	8	1	4	4	5
No. of Employees Supervised	8	720	1,329	1,225	1,900
Asset Size (Millions)	8	$1,090.0	$2,435.8	$2,305.0	$3,377.0
ADVERTISING OFFICER					
Base Salary	6	$26,350	$34,417	$36,050	$38,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,350	34,417	36,050	38,750
Age	6	35	41	39	41
Years with Present Bank	6	2	6	4	9
Years in Position	6	2	3	3	5
No. of Employees Supervised	6	1	4	4	5
Asset Size (Millions)	6	$1,137.0	$2,838.5	$3,288.5	$3,438.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	5	$49,500	$78,343	$80,213	$92,607
Bonus		INSUFFICIENT DATA			
Total Compensation	5	49,500	83,378	80,213	92,607
Age	5	47	50	50	51
Years with Present Bank	5	3	14	6	16
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	20	60	73	76
Asset Size (Millions)	5	$1,067.5	$2,678.4	$3,200.0	$3,288.5
COMMERCIAL LOAN OFFICER					
Base Salary	6	$26,500	$32,600	$35,300	$35,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	26,500	32,600	35,300	35,800
Age	6	29	41	37	47
Years with Present Bank	6	1	9	5	8
Years in Position	6	1	5	2	4
No. of Employees Supervised	6	0	2	0	1
Asset Size (Millions)	6	$1,067.5	$2,449.8	$2,192.0	$3,350.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$21,450	$24,720	$25,000	$25,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,450	24,720	25,000	25,600
Age	5	27	28	27	28
Years with Present Bank	5	3	4	3	4
Years in Position	5	1	1	1	2
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$1,137.0	$2,730.8	$3,200.0	$3,350.0
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	5	$34,400	$42,680	$36,100	$43,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,400	42,680	36,100	43,050
Age	5	38	46	45	47
Years with Present Bank	5	10	22	16	23
Years in Position	5	2	4	5	6
No. of Employees Supervised	5	0	10	5	11
Asset Size (Millions)	5	$1,137.0	$2,730.8	$3,200.0	$3,350.0
EDP OFFICER-SR.					
Base Salary	7	$31,100	$43,681	$41,000	$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	31,100	43,681	41,000	50,000
Age	7	33	40	40	45
Years with Present Bank	7	1	8	8	9
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	36	84	60	89
Asset Size (Millions)	7	$1,067.5	$2,582.3	$3,200.0	$3,438.5
FINANCIAL OFFICER-SR.					
Base Salary	7	$38,500	$55,775	$49,000	$71,214
Bonus		INSUFFICIENT DATA			
Total Compensation	7	38,500	57,818	49,000	71,214
Age	7	33	42	40	50
Years with Present Bank	7	2	8	8	13
Years in Position	7	1	5	3	8
No. of Employees Supervised	6	18	81	32	50
Asset Size (Millions)	7	$1,067.5	$2,283.7	$1,410.0	$3,288.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$19,800	$23,570	$23,950	$25,510
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,800	23,570	23,950	25,510
Age	6	32	40	34	43
Years with Present Bank	6	4	10	8	14
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	5	14	16	17
Asset Size (Millions)	6	$1,067.5	$2,429.3	$2,192.0	$3,288.5

INTERNAL AUDITING OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$30,000	$36,900	$35,000	$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	30,000	36,900	35,000	42,500
Age	8	32	38	36	41
Years with Present Bank	8	3	9	7	12
Years in Position	8	1	4	5	5
No. of Employees Supervised	7	7	15	13	18
Asset Size (Millions)	8	$1,090.0	$2,435.8	$2,305.0	$3,377.0

INTERNATIONAL BANKING OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$35,250	$59,500	$64,000	$71,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,250	59,500	64,000	71,000
Age	5	39	43	42	43
Years with Present Bank	5	4	10	12	13
Years in Position	5	2	6	6	7
No. of Employees Supervised	5	9	50	27	62
Asset Size (Millions)	5	$1,137.0	$2,766.2	$3,377.0	$3,438.5

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$34,210	$49,884	$50,000	$53,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,210	49,884	50,000	53,000
Age	5	37	43	40	43
Years with Present Bank	5	3	7	4	8
Years in Position	5	3	4	4	4
No. of Employees Supervised	5	3	15	18	20
Asset Size (Millions)	5	$1,114.5	$2,757.2	$3,377.0	$3,438.5

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	6	$34,891	$41,997	$41,600	$46,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	34,891	41,997	41,600	46,100
Age	6	34	43	41	46
Years with Present Bank	6	5	12	10	14
Years in Position	6	2	7	6	10
No. of Employees Supervised	6	4	15	14	16
Asset Size (Millions)	6	$1,067.5	$2,449.8	$2,192.0	$3,350.0
MORTGAGE LOAN OFFICER					
Base Salary	5	$21,244	$27,158	$23,300	$26,650
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,244	27,158	23,300	26,650
Age	5	29	41	36	44
Years with Present Bank	5	3	11	5	11
Years in Position	5	2	5	3	3
No. of Employees Supervised	5	0	2	0	2
Asset Size (Millions)	5	$1,067.5	$2,703.0	$3,200.0	$3,350.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	5	$17,150	$19,120	$18,400	$19,300
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,150	19,120	18,400	19,300
Age	5	24	32	26	28
Years with Present Bank	5	2	11	4	6
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$1,137.0	$2,730.8	$3,200.0	$3,350.0
OPERATIONS OFFICER-SR.					
Base Salary	8	$38,100	$51,894	$55,200	$57,550
Bonus		INSUFFICIENT DATA			
Total Compensation	8	38,100	51,894	55,200	57,550
Age	8	38	45	46	50
Years with Present Bank	8	1	16	16	25
Years in Position	8	1	5	3	8
No. of Employees Supervised	7	100	318	356	370
Asset Size (Millions)	8	$1,090.0	$2,435.8	$2,305.0	$3,377.0

GEOGRAPHIC REGION: 6
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	8	$32,100	$49,283	$46,500	$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	32,100	50,575	46,500	57,000
Age	8	35	47	47	50
Years with Present Bank	8	4	15	16	20
Years in Position	8	4	8	6	9
No. of Employees Supervised	7	9	27	14	41
Asset Size (Millions)	8	$1,090.0	$2,435.8	$2,305.0	$3,377.0
SECURITY OFFICER-SR.					
Base Salary	7	$22,350	$28,007	$28,500	$29,125
Bonus		INSUFFICIENT DATA			
Total Compensation	7	22,350	28,007	28,500	29,125
Age	7	30	46	47	58
Years with Present Bank	7	3	14	12	21
Years in Position	7	2	5	6	8
No. of Employees Supervised	7	12	24	24	31
Asset Size (Millions)	7	$1,067.5	$2,582.3	$3,200.0	$3,438.5
TRAINING DIRECTOR					
Base Salary	6	$20,961	$27,354	$28,350	$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,961	27,354	28,350	30,750
Age	6	30	38	35	39
Years with Present Bank	6	4	10	8	12
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	1	3	3	4
Asset Size (Millions)	6	$1,067.5	$2,815.3	$3,288.5	$3,438.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$71,750	$87,300	$93,000	$96,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	71,750	91,623	100,000	100,000
Age	5	49	53	52	53
Years with Present Bank	5	13	21	21	22
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	158	268	296	324
Asset Size (Millions)	5	$1,137.0	$2,766.2	$3,377.0	$3,438.5

1981 Bank Officer Cash Compensation Survey

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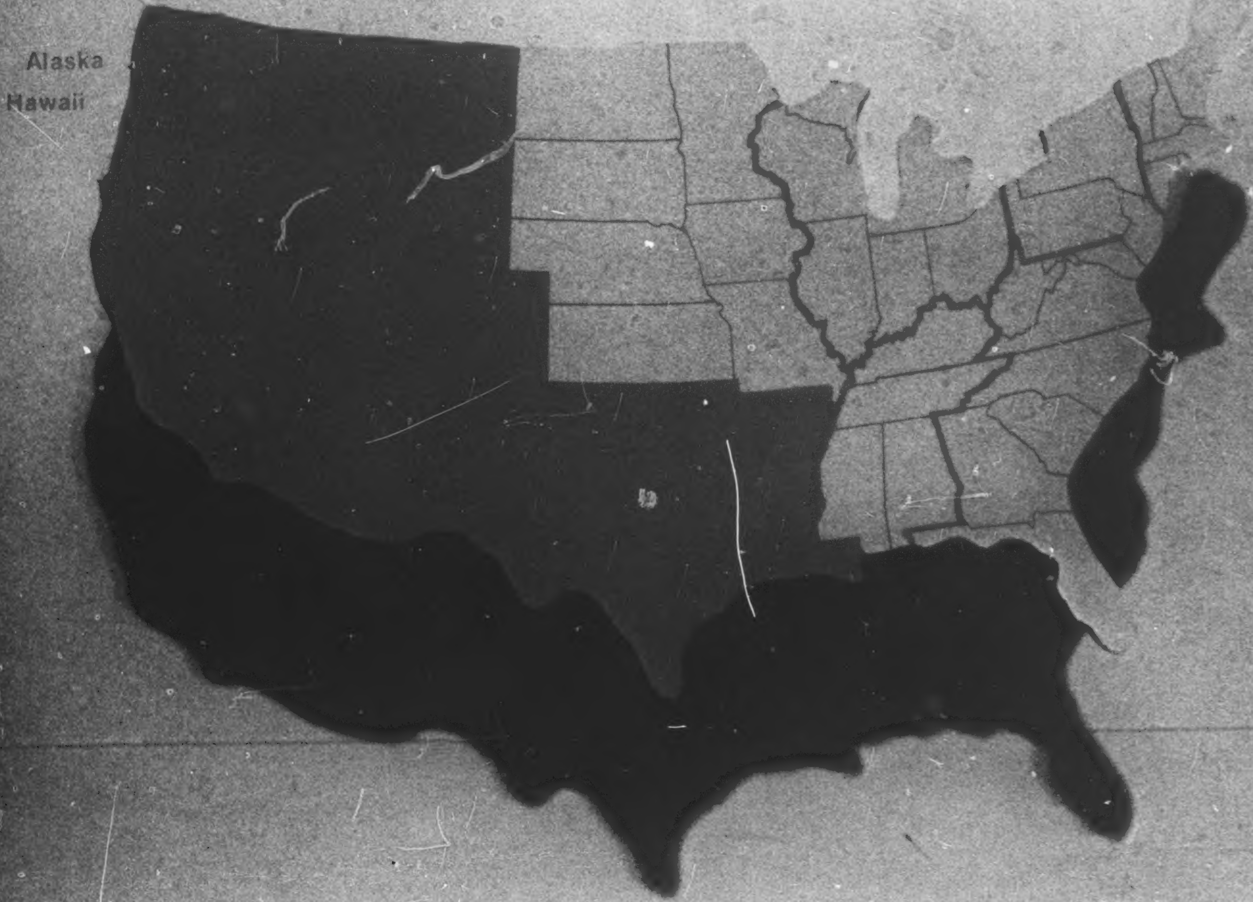
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